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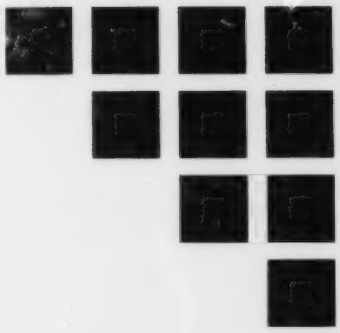


Persons with Disabilities: Disability-Status Transitions and Labour Force-Activity Transitions

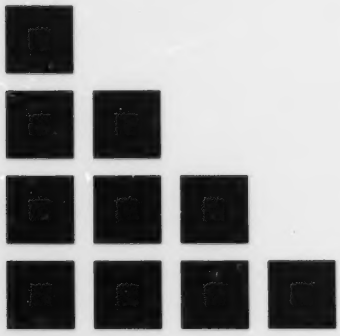
Analysis Based on the Survey of Labour and Income Dynamics

R-99-10E.b

by Cameron Crawford

June 1998

Research Paper



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Direction générale de la recherche appliquée
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Abstract

This report has several aims, namely,

- to confirm whether the factors that contribute to transitions as reported in the literature review are supported by the statistical evidence, and whether Statistics Canada's Survey of Labour and Income Dynamics (SLID) for 1993 and 1994 yields any other evidence about key factors;
- to examine the demographic profiles of people who make selected transitions;
- to establish the magnitude and economic implication of any given transition occurring in a specified time-frame; and
- to outline adjustments that could be made to SLID that would enable that instrument to shed more light on issues of employment and disability.

Employability of persons with disabilities depends on the severity and the type of the disability—the less severe, the more likely the person is to have a job. People with work-caused disabilities tend to participate more actively in the labour market than people with other disabilities. The women are more likely to be unemployed than men. The older the person with disabilities, the less likely he or she is to participate in the labour market, particularly if he or she was educated before the disability onset. People with disabilities in the Prairie Provinces are more likely to be employed than those in Newfoundland, New Brunswick and Quebec; urban areas have more people with disabilities. People with disabilities are more likely to be employed in agricultural, service and clerical occupations than in managerial and professional occupations; some discrimination has been documented. People with disabilities who are from a visible minority background are even more likely to have difficulty in the labour market.

Employer attitudes are critical as to whether people with disabilities can secure employment. Procurement of work-related supports is a factor than influences the labour force participation and self-perception of ability to work.

Finally, the author concludes by making recommendations concerning SLID.

This report is part of a set of research studies on employment and disability transitions which includes:

Persons with Disabilities:

- *Literature Review of the Factors Affecting Employment and Labour Force Transitions*
- *Disability-Status Transitions and Labour Force-Activity Transitions – Analysis Based on the Survey of Labour and Income Dynamics.*

The present report is based on the *Literature Review* and on an examination of SLID.

Résumé

Le présent rapport vise de nombreux objectifs, notamment :

- confirmer s'il existe une évidence statistique des facteurs qui, selon l'analyse documentaire, contribuent aux transitions et si l'Enquête sur la dynamique du travail et du revenu (EDTR) de 1993 et de 1994 de Statistique Canada fournit d'autres renseignements probants sur des facteurs clés;
- examiner le profil démographique des gens qui font certaines transitions;
- établir l'importance et les répercussions économiques de toute transition se produisant au cours d'une période donnée; et
- dresser le tableau des modifications qui pourraient être apportées à l'EDTR afin que cet instrument nous permette d'en savoir davantage sur l'emploi et la situation des personnes handicapées.

L'employabilité des personnes handicapées dépend de la gravité et du type de handicap– moins le handicap est grave, plus la personne est susceptible d'occuper un emploi. Les personnes devenues handicapées dans l'exercice de leurs fonctions ont tendance à participer plus activement au marché du travail que les personnes dont le handicap est attribuable à d'autres causes. Les femmes sont plus susceptibles d'être sans emploi que les hommes. Plus la personne handicapée est âgée, moins elle est susceptible de participer au marché du travail, plus particulièrement si cette personne possédait un certain niveau de scolarité avant de devenir handicapée. Les personnes handicapées des provinces des Prairies sont plus susceptible d'avoir un emploi que celles de Terre-Neuve, du Nouveau-Brunswick ou du Québec. On trouve un plus grand nombre de personnes handicapées dans les zones urbaines et celles-ci sont plus susceptible de travailler dans les secteurs d'agriculture et des services ou encore dans un bureau que d'occuper un poste de gestion ou de combler un poste professionnel. Il existe des preuves de pratiques discriminatoires. Les personnes handicapées qui appartiennent à une minorité visible sont encore plus susceptibles d'éprouver des difficultés sur le marché du travail.

Les attitudes des employeurs jouent un rôle crucial quant à savoir si les personnes handicapées se trouveront ou non du travail. L'obtention d'aides liées au travail est un facteur qui influe sur la participation au marché du travail ainsi que sur la façon dont la personne perçoit sa propre capacité de travailler.

Enfin, l'auteur conclut en formulant des recommandations concernant l'EDTR.

Ce rapport fait partie d'un ensemble d'études sur les transitions dans la perspective de l'emploi et de la situation des personnes handicapées qui inclut:

Persons with Disabilities:

- *Literature Review of the Factors Affecting Employment and Labour Force Transitions*
- *Disability-Status Transitions and Labour Force-Activity Transitions – Analysis Based on the Survey of Labour and Income Dynamics.*

Le présent rapport est basé sur *l'analyse documentaire* et une analyse de l'EDTR.

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1. Introduction

This report looks at the disability-status and labour force transitions of people with disabilities. It arises from two sources: i) a literature review conducted by The Roeher Institute of factors that effect the employment and labour market transitions of people with disabilities, and ii) an examination of Statistics Canada's Survey of Labour and Income Dynamics (SLID) for 1993 and 1994.

The report has several aims, namely: to identify whether the factors that contribute to transitions as reported in the literature are supported by statistical evidence, and whether SLID yields any other evidence about key factors; the demographic profiles of people who make selected transitions; the probabilities and risks of persons with selected characteristics making a given transition; the magnitude and economic implication of any given transition occurring in a specified time-frame; and adjustments that could be made to SLID that would enable that instrument to shed more light on issues of employment and disability.

SLID is a longitudinal household survey conducted by Statistics Canada. It is designed to track changes in the economic situation of individuals and families over time, as well as the determinants of their economic well-being.

The survey involves three, six-year "panels" of respondents: individuals originally selected for the survey who are interviewed once or twice per year for six years, beginning in 1993; the second six-year panel of respondents introduced in 1996; and the third panel planned to begin for reference year 1999. It is intended that the pattern of rotating, overlapping panels introduced at three-year intervals will continue indefinitely.

The target population for SLID is all Canadians aged 16 years and over, excluding people in the Yukon or Northwest Territories, residents of institutions, persons living on Reserves, and full-time members of the Canadian Armed Forces living in barracks. It is similar in this regard to the National Population Health Survey (NPHS). It is different from the Health and Activity Limitation Survey (HALS), a major source for disability-related information, in that SLID does not include information for persons in the northern territories. It is different from both the NPHS and HALS in that age sixteen rather than fifteen is the youngest age for most age groupings.

SLID's labour concepts reflect those of the Labour Force Survey, its collection of labour information is patterned on the earlier Labour Market Activity Survey, and its income data concepts are similar to those of the Survey of Consumer Finances.

SLID is organized according to several major themes and sub-themes. Like the NPHS, SLID features a variety of variables on demographics, respondents' ethno cultural characteristics, the number of children in the respondent's family and other family-level information (e.g., household size and type, household income), geographic location and geographic mobility. Unique to SLID are its numerous variables concerning labour.

SLID's questions on income and wealth probe total personal income, income sources (including provincial social assistance or welfare, Employment Insurance, Canada/Quebec Pension Plan and Workers' Compensation) and family income.

SLID's educational variables cover highest level of education attained and general details of respondents' educational history.

2. Analytical Framework and Approach

Based on the literature review it was found that a number of factors need to be taken into account in efforts to understand the situation of people with disabilities in the labour market. Together these factors comprise a framework for thinking about issues of employment, labour market transitions and disability. This framework was used as a guide for statistical analysis and as a means of analysing SLID's utility as a statistical tool with regard to the employment of persons with disabilities. The factors that guided the analysis are as follows:

- **The definition of the population "persons with disabilities."** The definition used, and the survey questions based on the definition which are used to gather data, directly affect the total number of people, and the characteristics of the people, who comprise the sub-sample "persons with disabilities." This in turn affects population estimates and the magnitude of any given issue being measured.

- **The presence of disability.** The simple fact that a person has a disability significantly reduces the chances that they will be employed.

- **Type of disability.** The level of employment depends to some extent on the type of disability a person lives with.

- **Cause of disability.** Cause of disability affects whether or not people will be employed. Persons whose disabilities were caused by work-related factors are more likely to be employed than others.

- **Severity of disability.** The level of employment depends to a significant extent on the severity of the person's disability. The severity of disability is defined as the extent of activity restriction which results from the disabling condition.

- **Age at disability onset.** People who acquire their disability early in life (e.g., before school leaving) are generally more likely to be employed than people whose disability occurs later in life.

- **Age.** As people with disabilities age the chances decrease that they will be employed.

- **Gender.** Females are more likely than males with disabilities to be employed.

- **Visible minority status.** Some research indicates that people from visible minority backgrounds who have disabilities are more likely than others to encounter difficulties in the labour market.

- **Macroeconomic trends.** Trends such as job restructuring, downsizing, expansion and contraction of industrial sectors, changing skill requirements, changing work patterns, and regional labour market conditions impact on the levels and forms of employment generally; persons with disabilities like others of working age are subject to such factors.

- **Environmental barriers and disincentives.** Issues such as whether people stand to lose their income support, drug benefits or social housing as a result of employment directly impact on their decision-making about whether to seek employment (barriers). As well, factors such as perception of training-adequacy affect whether or not people feel discouraged about their chances of finding employment, which in turn affects decisions about whether or not to look for employment.

- **Income status.** Persons with lower incomes are at a disadvantage in preventing disability and ameliorating its effects. This in turn impacts on their chances of employment

- **Education and literacy level.** As the education and literacy level of persons with disabilities increases, so do their chances of employment. However, there is a persisting gap between people with and without disabilities, regardless of education level.

- **Employer attitudes.** Whether people with disabilities encounter supportive employer attitudes affects their chances of employment.

- **The need for work-related support.** People who require human, technical, procedural (e.g.., modified work duties or hours of work) or architectural supports (e.g., ramps, accessible work stations) in order to work are less likely than people who do not need such supports to have employment.

- **The type of work-related supports that are required.** The chances of employment vary depending on the specific type of work-related support that a person requires. For example, people who need modified job duties are more likely to be employed than people who need modified work hours or accessible transportation to or from work.

The approach that was generally adopted in the analysis was to take the literature review's findings as hypotheses that were to be confirmed or refuted using SLID. Accordingly, for each of the themes explored in this report, the names of the SLID variables that were analysed are shown in brackets in the respective headings and subheadings.

3. Findings

3.1 Definition of Disability and Disability-Status Transition

3.1.1 Disability (DISLWK26, DISLOT26, DISHA26, DISABS26)

SLID and the National Population Health Survey use an approach similar to the 1996 Census long questionnaire to screen respondents for activity limitations. The approach of the Census and SLID reflect some differences, however. The Census asked whether the respondent is limited in the kind or amount of activity they can do because of a long-term physical condition, mental condition or health problem in each of the following areas:

a) at home

b) at school or work

c) in other activities, for example in transportation to or from work, or in leisure time activities.

A follow-up question asked whether the respondent had any long-term disabilities or handicaps. "Long-term" is defined as an actual or expected period of six months or longer.

A "yes" response to any of these probes resulted in the respondent being potentially eligible on the basis of activity limitation to participate in the post-Censal Health and Activity Limitation Survey (HALS), a major survey on disability which utilizes a range of more detailed probes on activity limitations. According to the 1991 Census, 8.4 per cent of the Canadian population answered "yes" to at least one of the questions on activity limitation. However, using a more elaborate set of screening questions, the follow-up HALS survey found that 14.7 per cent of Canadians had a disability in 1991. HALS was more sensitive than the Census in identifying persons with mild levels of disability.[1] The problem of "false negatives" is currently being addressed by Statistics Canada in its efforts to devise a set of more inclusive screening questions in the Census for activity limitations.

SLID 1993 and 1994 uses three flags to classify respondents as having activity limitations. The first flag indicates whether the respondent "suffered from a long-term physical condition, mental condition or health problem which limited the kind or amount of activity he/she could have done

[1] Statistics Canada. (April, 1998). *User Guide. Disability Data from the 1996 Census*. Ottawa: Housing, Family and Social Statistics Division.

at work or at a business during the reference year" (DISLWK26). A "yes" to this question screened the respondent into a general disability flag (DISABS26), which summarizes whether the individual "suffers from any long-term physical condition, mental condition or health problem during the reference year." It should be noted that a "long-term physical condition, mental condition or health problem" means a condition that limits activities. Only persons between 16 and 65 years of age were asked the work-activity question in 1993 and 1994. Following a "yes" response, no further questions were asked concerning whether the respondent had a disability, although there were several other questions which probed the impacts of the reported disability on work activity. A "no" to the DISLWK26 question resulted in a skip pattern to a flag which indicated whether the person "suffered from a long-term condition which limited him/her at home, at school or in other activities which he/she could have done during the reference year (DISLOT26)." As with DISLWK26, a "yes" response resulted in a "yes" on the DISABS26 variable, after which questioning terminated about whether disability was present; a "no" response resulted in a skip to a final flag which probed simply whether the person suffered from a long-term disability or handicap during the reference year (DISHA26). As with the other questions, a "yes" to this one resulted in the respondent being flagged "yes" on DISABS26; a "no" meant that the respondent was not classified in SLID as having a disability.

Table A shows the estimated (i.e., weighted) responses to the SLID disability questions. Between 57 and 58.4 per cent of all respondents classified as having a disability (DISABS26 = yes) in either year said they were limited at work. This is slightly higher than the proportion of 1996 Census respondents who are identified as having activity limitations and who said they are limited at work or school (4.8 per cent of working age population who reported limitations at school/work ÷ 8.5 per cent who reported an activity limitation = 56.5 per cent)[2]. Only 45 per cent of working-age HALS respondents said they were limited at work in either the screening section of the questionnaire or the section on employment.

The relatively high proportion of SLID respondents who indicate that they are limited at work may be a function of the survey's context. Being a labour market activity survey some respondents may have considered themselves not to have a disability that was pertinent to the

[2] *Ibid.*, and custom tabulations obtained from Rene Langlois, Statistics Canada.

survey if the activity limitation was not experienced in reference to the workplace (i.e., there may be under reporting of non-work related disabilities).

Table A. Responses to disability questions on SLID 1993 and 1994

	1993		1994	
	Numbers	Percentages	Numbers	Percentages
DISWK26 = yes	1,345,350	58.4%	1,343,127	57.0%
DISOT26 = yes	822,053	35.7%	827,759	35.1%
DISHA26 = yes	137,244	6.0%	187,245	7.9%
Subtotal (DISAB26 =yes)*	2,304,648	100.0%	2,356,620	100.0%
DISAB26 = yes	2,304,648	10.2%	2,356,620	10.4%
DISAB26 = no (no disability)	16,150,977	71.2%	18,609,108	82.1%
DISAB26 = don't know	3,719,723	16.4%	1,695,388	7.5%
DISAB26 = refusal	9,036	0.0%	11,040	0.0%
DISAB26 = not applicable	487,773	2.2%		
Total	22,672,157	100.0%	22,672,156	100.0%

* Owing to weighting procedures, the numbers in the columns do not add exactly to the subtotals.

3.1.2 Disability-Status Transition

A focus of the analysis was placed on a range of labour market issues with reference to the disability status of SLID respondents. A significant share of SLID respondents who reported a long-term disability in the year 1993 did not report such a condition the following year. Conversely, a significant share who did not report a disability in 1993 did report such a condition in 1994. Together, these respondents represent a group of people whose disability status was in transition. Another group, however, reported a disability in both 1993 and 1994. Here the disability seems to have been a persisting condition. Finally, there were SLID respondents who did not report a disability in either 1993 or 1994.

For the purpose of statistical analysis a variable was derived on the basis of general SLID disability flags (disab26b and disab26c) that identifies four discrete sub-samples. The sub-samples are as follows:

a) persons who did not report a disability in either 1993 or 1994 (disab26b=2 and disab26c=2)

b) persons who reported a disability in 1993 only (disab26b=1 and disab26c=2);

c) persons who reported a disability in 1994 only (disab26b=2 and disab26c=1); and

d) persons who reported a disability in both 1993 and 1994 (disab26b=1 and disab26c=1).

Cases for which data on the disab26b or disab26c variables were missing (i.e., responses classified as "don't know" or "refused") for either year were dropped from the derived variable because the long-term disability status of such respondents cannot be determined. The total number of missing cases for 1993 represented an estimated 3,728,759 persons; in 1994 the missing responses represented 1,706,428 persons, reflecting a significantly improved response rate, or increased certitude about whether respondents had disabilities, from one year to the next.

Table B shows the frequencies based on the derived variable. Of an estimated 17,455,000 valid responses, more than one million working-age respondents had disabilities in 1993 and 1994. Roughly 6 per cent of the working-age population and approximately 30 per cent of the working-age disabled population is in a state of transition into or out of disability status in any given year.

Table B. Disability status of SLID respondents, 1993 and 1994

	Disability status				
	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Number of all valid responses	14,665,173	772,678	650,960	1,366,551	17,455,362
Per cent of all valid responses	84.0	4.4	3.7	7.8	100.0
Number of valid responses age 16-69	13,475,257	527,408	425,129	1,050,095	15,477,889
Per cent of valid working-age responses	87.1	3.4	2.7	6.8	100.0

It is probably necessary to point out that persons who reported a disability in 1993 only may not have experienced disability during that year only. Some of these respondents may have experienced disability for a number of years, with 1993 being the year when activity limitations subsided. Without more longitudinal data, however, it is not possible to establish the extent to which this theory is supportable.

3.2 General Demographics and Profile of Persons with Disabilities

3.2.1 Geography (PRVREG25)

Appendix Table 1 shows that 16 per cent of the working-age population in Canada (excluding the Yukon and Northwest Territories) were affected by disability at some point in 1993 or 1994. Comparatively speaking, Nova Scotians were more likely than others to have reported disability in either or both years; people living in Quebec were least likely to report disability.

In keeping with that trend, Nova Scotia is the province with the largest share of its working-age population having disabilities in both years and with people moving into disability status (i.e., reporting disability in the reference year 1994 only). Quebec, in contrast, has the lowest share of its population moving into disability status (2.7 per cent) and reporting disabilities in both reference years (6 per cent).

Overall, the share of the working-age population who reported disability in exclusively in 1993 exceeded the share who reported disability exclusively in 1994. However, had survey results been available for 1995 it would likely have shown that a proportion of those who reported disability in 1994 also reported disability in 1995. Analysis using the next wave of SLID should enable identification of the share of the population who reports disabilities over a several year time frame.

3.2.2 Gender (SEX21)

Appendix Table 2 shows the gender breakdown of the working-age population according to their disability status. As with the population in general, persons with disabilities in both reference years comprise a slightly higher share of females than males (50.2 and 49.8 per cent respectively). However, those reporting a disability in only one of the reference years are considerably more likely to be female (56.2 per cent in 1993 and 57.1 per cent in 1994).

3.2.3 Age (AGECAT based on EAGE26)

Appendix Table 3 shows the age groupings for working-age people according to their disability status. For the population overall, 14.9 per cent are in the 16 to 24 year age group and 18.7 per cent are aged 55 to 69. In contrast, only 4.1 per cent of those who reported disability in both reference years are in the 16 to 24 year age group but 42.7 per cent are aged 55 to 69. People who

reported disabilities in both years were older on average than the working-age population overall. Similarly, a large share who reported disabilities only in 1993 (36.3 per cent) and in 1994 (33.1 per cent) were in the oldest age grouping, suggesting that disability, regardless of its duration, affects older people more so than younger people.

3.2.4 Immigrant and Visible Minority Status (IMMST15; VISMIN15)

The proportion of the working-age population who reported disabilities in both reference years and who were immigrants (Appendix Table 4) is roughly equivalent to the share immigrants in the working-age population as a whole (16.9 compared with 16.2 per cent respectively). However, for reasons that are not self-evident, immigrants made up a comparatively large share of those who reported disabilities exclusively in 1993 (24.7 per cent) and in 1994 (21.7 per cent).

Appendix Table 5 shows that persons who SLID identifies as visible-minorities make up a comparatively small share of those who reported disabilities in both reference years (3.2 per cent compared with 6.3 per cent of the total working-age population who are of visible minority status). The share of those reporting disabilities exclusively in 1993 who were of visible minority status (6.5 per cent) and in 1994 (6.4 per cent) is similar to the share of the general working-age population of visible minority status. Overall, then, these findings contradict the literature review, which cited the higher than average prevalence of disability in visible minority groups in the United States.

3.2.5 Education Level (HLEVEG18)

Tables C1 and C2 show the highest education level according to SLID respondents' disability status in 1993 and 1994. For people with disabilities in any year there was a slight shift towards higher educational attainment: the share with less than high school graduation declined slightly from 44.2 per cent to 43 per cent; there was a slight increase in the share with post-secondary certificates (from 24.9 to 26 per cent).

Regardless of the reference year, those who reported disability in only one year were about one and one-half times more likely than people who did not report disability in either year to have less than high school graduation. Those who reported disabilities in both years were about twice as likely as those without disabilities in either year to have less than high school graduation.

These findings suggest that people with disabilities for more than one year may have a lower level of education than non-disabled people because of a long-term condition that affects their ability to participate in schooling or learn. The findings also suggest that people who have a low level of education and who do not consider themselves disabled in any given year may come to feel that they have a disability. In other words, the disadvantage associated with low education may come to be equated with disability. Without more data over a longer time-horizon, however, it is difficult to confirm or refute that hypothesis.

Table C1. Working-age people, showing disability status and highest level of education - grouped (1993)

	Disability status				
Education Level	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Disability any year
Showing numbers					
Less than high school graduation	3,367,799	192,119	158,402	525,007	875,528
High school graduation or some post-secondary	3,973,838	132,440	110,208	236,257	478,905
Post-secondary certificate	4,163,829	147,848	113,849	232,058	493,755
University degree	1,853,294	47,693	42,348	42,928	132,969
Total	13,358,760	520,100	424,807	1,036,250	1,981,157
Showing percentages					
Less than high school graduation	25.2%	36.9%	37.3%	50.7%	44.2%
High school graduation or some post-secondary	29.7%	25.5%	25.9%	22.8%	24.2%
Post-secondary certificate	31.2%	28.4%	26.8%	22.4%	24.9%
University degree	13.9%	9.2%	10.0%	4.1%	6.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table C2. Working-age people, showing disability status and highest level of education - grouped (1994)					
	Disability status				
Education Level	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Disability any year
	Showing numbers				
Less than high school graduation	3,031,177	185,595	152,303	513,610	851,508
High school graduation or some post-secondary	4,000,545	134,892	112,504	231,461	478,857
Post-secondary certificate	4,294,313	151,386	117,653	245,794	514,833
University degree	1,935,289	47,693	42,348	43,158	133,199
Total	13,261,324	519,566	424,808	1,034,023	1,978,397
	Showing percentages				
Less than high school graduation	22.9%	35.7%	35.9%	49.7%	43.0%
High school graduation or some post-secondary	30.2%	26.0%	26.5%	22.4%	24.2%
Post-secondary certificate	32.4%	29.1%	27.7%	23.8%	26.0%
University degree	14.6%	9.2%	10.0%	4.2%	6.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

3.3 Factors that Affect the Labour Force Status and Transitions of Persons with Disabilities

3.3.1 Presence of Disability and Labour Force Activity (ALFST28)

Consistent with the literature review, analysis of SLID found that the presence of disability is a factor that affects in a major way the labour force status and transitions of people with disabilities. Appendix Table 6 shows in summary form the labour force activity of working age Canadians according to their disability status. For persons who did not report a disability in either reference year, 60.1 per cent were employed consistently throughout 1993 and a slightly higher proportion (60.3 per cent) in 1994. Approximately 20 per cent were employed at some point in both reference years (i.e., they moved between employment, unemployment and/or not being in the labour force). In sharp contrast, only 22.1 per cent of people who reported disabilities in both years were employed consistently throughout 1993, a figure that dropped to 18.9 per cent in 1994. The share employed at some point in either year also fell, from 12.4 to 9.3 per cent. This

finding suggests that people with long-term disabilities actually lost ground in the labour market during years of modest employment growth for people without disabilities.

As might be suspected, compared with people without disabilities in either year, relatively few people who reported a disability exclusively in 1993 were employed consistently throughout 1993 (41.7 per cent); another 16.7 per cent were employed at some point that year. The finding may reflect the near-term impact of disability-onset on labour force participation: the onset of disability resulted in a lower than average level of continuous employment. Theoretically, however, as disability subsided (i.e., was reported in 1993 but not in 1994) the rate of continuous employment would have approached that of the non-disabled population in 1994, but this did not occur. Instead the share of such people who were in continuous employment fell marginally to 40.2 per cent in 1994. What did increase from 1993 to 1994 (from 16.7 to 19 per cent) was the share of people who reported disability exclusively in 1993 and who were employed at some point in 1994. These findings suggest that there may have been be a residual disadvantage that resulted from disability, which hampered continuous reintegration into the labour force after the activity limitations ceased.

An unusual finding was the situation of people who reported disabilities exclusively in 1994. If they did not perceive themselves as having a disability in 1993, it might be expected that their level of continuous employment would have been roughly similar to that of people without disabilities in either year. However, only 49.5 per cent were continuously employed in 1993. Another 15.3 per cent were employed at some point that year. They were nearly twice as likely as people without disabilities in either year to be outside the labour force for all of 1993 (29.2 compared with 15 per cent). Perhaps the prolonged, weak attachment of some people to the labour force is a factor which, over time, contributes to their self-perception as being disabled.

3.3.2 Type, Cause and Severity of Disability and Labour Force Activity (PVTWRK13; PVTWMR13)

The literature review found that people's representation among the employed depends to some extent on the type, cause and severity of disability. SLID provides no information on either type (e.g., mobility) or cause (e.g., work-accident) of disability. The only variables in SLID which at all address the issue of severity of disability are PVTWRK13 and PVTWMR13. The former is a

flag which indicates whether a person's condition completely prevents him/her from working at a job or business or from looking for work. The variable pertains only to people who did not work during the reference year, so is not useful for presenting information on the impact of severity on employment, other than to say that the self-reported impact for some people is absolute. The latter variable probes whether people worked less than they wanted because of their disabilities, but concerns only the people who were not satisfied with the number of weeks worked in the reference year; the variable does not tell anything about severity of disability, just that the condition had something to do with the number of hours worked.

Remedies are available that would shed at least some light on such issues. For example, questions on the nature of activity limitation could be drawn from the Labour Market Activity Survey (LMAS), the National Population Health Survey (NPHS), or the new disability screen Statistics Canada is developing and testing for the 2001 Census. The NPHS has several general questions on cause of disability, which perhaps could be adapted for SLID. The LMAS' and NPHS' probes into the nature of disability allow for the indication of extent of activity-loss across a variety of measures. These could be adapted for use in SLID and could serve as the basis for an imprecise but a useful severity/health status index.

3.3.3 Age at Disability Onset and Labour Force Activity (CNDDUG13; ALFST28)

The literature review found that people who acquire their disabilities before completing their education are more likely to be employed than people who acquire their disabilities later in life. SLID's variable on the age of disability onset (AGCDST13) is suppressed on the public use file, making it problematic to readily test the extent to which employment activity is affected by the age at which people first experience disability. SLID has no variable comparable to HALS variable D15, which asks whether people became disabled before completing their formal education or training. However the SLID variable CNDDUG13 groups respondents according to the duration of their disabilities (less than 1 year, 1 to 4 years, 5 to 9 years, 10 to 19 years, 20 years or more). As some of the cell sizes would have been quite small if responses for these groupings were cross-tabulated with responses for the annual labour force activity summary and the disability status variable, a new duration variable was derived, which created two broad duration groupings: less than ten years and ten years or more.

Analysis based on SLID using this approach did not replicate the finding that emerged from the literature review. Instead, Appendix Tables 7a and 7b show that, for people with disabilities in any of the reference years (i.e., numbers in the Total columns), those most likely to be employed at some point in the year (either continuously or for part of the year) were those whose disabilities had lasted ten years or less: 43.5 per cent held jobs in 1993 and 41.7 per cent in 1994, compared with 39.7 per cent in 1993 and 36.9 per cent in 1994 whose disabilities were of ten years or more in duration.

It is important to keep in mind that SLID's disabled respondents tend to be older people – between 70 and 80 per cent being 35 or older depending on their disability status. This means that those most likely to have jobs were those who acquired their disabilities somewhere between 25 and 34 years of age (i.e., age 35 minus 1 to ten years), beyond the years of formal schooling for most people.

Among people who reported disabilities in both reference years, the same general pattern emerged: those who were most likely to be employed at some point in either reference year were those whose disability had lasted less than ten years. However, the picture is more confused concerning disability-duration and employment status for people who reported disability in only one of the reference years. Among those who reported disability in 1993 only, those most likely to have jobs at some point in the year were those whose disability had lasted ten years or *more*; for those who reported disability only in 1994, the situation was reversed, with those most likely to have jobs being those with disabilities lasting less than ten years.

A reason why the analysis did not replicate the finding of the literature review may have something to do with the age of people who acquire disabilities before completing schooling. A cross-tabulation was performed using HALS 1991. It was found that people with disabilities who said they became disabled before completing their formal schooling/training were younger on average (44 per cent were younger than 35) than people who acquired their disabilities after completing their schooling (15.8 per cent were younger than 35). The chances of employment are better for younger rather than older persons with disabilities. It is not surprising, then, that researchers using HALS variable D15 would find higher employment levels for people who said their disability occurred before rather than after they completed school.

It will be observed that a sizeable number of people who reported a disability only in 1994 indicated that they had a long-term disability lasting more than ten years. Perhaps these people had a long-term health condition which did not begin to result in activity limitations until the year reported. As well, some who reported disability only in 1994 may not have been certain (e.g., responded "do not know") about their disability status in the previous year.

3.3.4 Age and Labour Force Activity (EAGE26; ALFST28)

To test for the impact of age on labour market transitions, and in an effort to ensure adequacy in terms of data-cell sizes, the SLID age variable on the external file was recorded into two broad groupings: age 17 to 34 and 35 to 69. Taking the proportion of working-age people who did not participate in the labour force as a counter indicator of labour force activity, those without disabilities and most likely to have been continuously active in the labour force in 1993 and 1994 were between 16 and 35 years of age (Appendix Tables 8a and 8b). Similarly, among people who reported disabilities in either or both reference years, those most likely to have been continuously active in the labour force were younger than 35. Those with disabilities who were most likely to be active were people in this age group who reported disabilities in only one of the reference years. Most of the younger age groups who reported disability in only one of the reference years and who were employed at all in 1993 were employed continuously. The following year, the share of these people who worked for only part of the year increased significantly. This did not occur for non-disabled people in the younger age group.

3.3.5 Gender and Labour Force Activity (SEX21; ALFST28)

The literature review found that males with disabilities are more likely than females to be employed. Analysis of SLID found that, regardless of disability status, males were more likely than females to be active in the labour force in the reference years (Appendix Tables 9a and 9b). The rates of continuous non-participation for males and females without disabilities increased slightly from 1993 to 1994. With the exception of females who reported a disability only in 1994, however, there was a general decrease in the rates of continuous non-participation between males and females who reported disabilities in only one of the reference years.

In sharp contrast, the rates of non-participation increased for both males and females who reported disabilities in both reference years. The increase in non-participation among males who

reported disabilities in both years was particularly sharp, rising from 55.8 per cent in 1993 to 62.3 per cent the following year.

The literature review found that the employment-gap between males and females with disabilities is narrowing. With some qualifications, analysis based on SLID confirms that finding. In 1993 the rate of continuous non-participation for females who reported disability in any reference year was 1.3 times that of males; in 1994 it dropped to 1.2 times that of males. This finding belies the fact that in 1993 females with disabilities worked continuously at 79.6 per cent the rate of males but in 1994 they worked continuously at 74.8 per cent the rate of males. The labour force activity gap between males and females narrowed in part because there was an increase from 1993 to 1994 in the share of females who were continuously unemployed and who worked for only part of the year (i.e., they were active in the labour force, even if not continuously employed). Also, the gap between males and females narrowed partly because of the large increase in non-participation among males who reported disabilities in both years.

3.3.6 Visible Minority Status and Labour Force Activity (VISMIN15; ALFST28)

The literature review found some evidence that persons with disabilities who are from visible minority groups may be doubly-disadvantaged in the labour market. The research cited, however, was American. SLID suggests that people without disabilities who are from visible minority groups are more likely than other working age people to be continuously outside the labour market in any given year. In 1994, 18 per cent of people without disabilities and from visible minorities were continuously outside of the labour force that year, compared with 15.9 per cent of others (Appendix Tables 10a and 10b).

Concerning people with disabilities, however, SLID presents a more complex picture. People who reported disabilities in both reference years and who were from visible minority groups were considerably less likely than others with disabilities in both years to be continuously out of the labour market in either year (47.3 compared with 61.3 per cent in 1993). However, there was a significant increase in the rate of continuous non-participation in 1994 among people with disabilities in both years who were from visible minorities. The rate increased from 47.3 per cent to 56.4 per cent, or a factor of 1.2. Among others with disabilities in both years, the increase in the rate of continuous non-participation increased by a factor of 1.1.

Among people who reported disabilities in only one of the reference years, the share of people from visible minorities who were outside the labour market appears to have dropped significantly from 1993 to 1994. That finding should be treated with caution, however, as the cell sizes on Appendix Tables 10a and 10b for these people are quite small.

Taking people who reported disabilities in any year as the unit of analysis, the rate of continuous non-participation among visible minorities decreased slightly (from 38.6 to 36.4 per cent) between 1993 and 1994, but increased slightly among other people with disabilities (from 47.8 to 49.8 per cent).

These findings suggest that visible minority status may produce additional disadvantages for people who have disabilities that ongoing, but that, overall, people from visible minorities who have disabilities fare relatively well in the labour market as compared with others who have disabilities. Disability rather than visible minority status appears to be the more important factor in producing labour market disadvantage.

3.3.7 Macroeconomic Trends

The literature review found that the chances of employment are affected by broad economic trends such as expansion and contraction of industrial sectors, job restructuring and downsizing, changing skill requirements, changing work patterns, and regional labour market conditions.

3.3.7.1 Distribution of Employment Across Industrial Groupings (SIC110)

Appendix Tables 11 and 12 show that the relative distribution of jobs held at some point in the reference years increased slightly in manufacturing, construction, wholesale trade, business services and health and social services. There were increases in the distribution of jobs held by people who had disabilities in both years in manufacturing, construction, wholesale trade and business services only; a decrease occurred for people with disabilities in both years in the expanding health and social services group. People who reported disabilities in both reference years were better represented in 1994 than the previous year in government and educational services, industry groups which reflected contraction overall. The retail trade industries, which were relatively constant in terms of their share of jobs held from 1993 to 1994, saw a higher share of jobs held by people with disabilities in the latter year than in 1993. "Other" services,

which contracted overall, also saw a decreased share of jobs held by people with disabilities in 1994 over 1993. It can be concluded that macroeconomic trends, which affect the distribution of workers across industrial groups, have a differential impact on persons with disabilities.

These findings should be treated with caution, however, owing to the high sampling variability for persons with disabilities in many of the cells presented on the tables. Qualified unrestricted release of data for persons with disabilities (i.e., coefficient of variation is between 16.6 and 25.0 per cent) can be given for the manufacturing, retail trade, health and social service industries, and "other" industries. Data cannot be released without exact calculations of coefficients of variation for persons with disabilities in construction industries, business service industries, government services, educational services and accommodation, food and beverage industries (i.e., the CV range is somewhere between 25.1 and 33.3 per cent). Data for other cells on the tables cannot be released owing to the high sampling variability (i.e., CV is 33.4 per cent or greater).

Perhaps most telling is the aggregate picture (Appendix Table 13). Overall the number of jobs held grew by nearly 117,000 persons from 1993 to 1994, reflecting a 0.8 per cent rate of growth overall. In 1994 there were 1.2 per cent more jobs held by people who had no disability in either year. In 1994 some 7.2 per cent more jobs were held by people who reported a disability only in 1993, suggesting a strong reintegration rate. Even people who reported a disability only in 1994 were better represented in employment than in the previous year (5.1 per cent more jobs were held by this group year-over-year), which suggests respectable job-integration and job-retention for such persons. However, a significant reduction occurred in the share of jobs held by people who reported disabilities in both years: 18.5 per cent fewer jobs were held by this group in 1994 compared with 1993, a reduction of nearly 78,000 jobs. This suggests that access to the benefits of economic growth depends to some extent on disability status and on whether the disability is of a short- or long-term nature.

3.3.7.2 Distribution Across Public- and Private-Sector Employment (PUBP10)

Appendix Table 14 shows the distribution of jobs in the reference years across public and private-sector employment. People who had disabilities in both years were, relatively speaking, better represented in public-sector jobs in 1994 than in 1993. While people who reported disabilities in both reference years were less likely to have jobs of any description in 1994 than 1993, the total number of jobs held by this group in the public sector held relatively constant (51,000 jobs in both years). The number of jobs held in the private sector by people with disabilities in both reference years, however, dropped by nearly 74,000. Most of the job reduction that occurred for people with disabilities in both years, then, occurred in private-sector employment.

People who reported a disability only in 1994 were slightly better represented in public-sector jobs that year than in 1993, although the absolute number of jobs held by people with this disability status increased from 1993 to 1994 in both public- and private-sector employment (increases of 4,000 and 13,000 jobs respectively). The absolute numbers of jobs held by people who reported a disability only in 1993 held relatively constant in the public-sector employment year over year, but the number increased by about 24,000 in the private-sector. The increase in the number of jobs held in private-sector employment explains the percentage increase in private-sector employment over the two years for this group.

3.3.7.3 Type and Size of Firm (MULO10, NBEM1, NBEMP1)

Appendix Table 15 shows that there was a reduction overall from 1993 to 1994 in the share of jobs held with multi-location employers. The reduced share with multi-location employers held true for people without a disability in either reference year and for people who reported a disability in one reference year only. This finding reflects the general shift in the employment from large, multi-site firms to single-site firms.

In contrast, the share of jobs held by people who reported disabilities in both years increased in multi-location firms as opposed to single location firms (from 41.2 to 44.1 per cent) from 1993 to 1994. However, this does not mean an absolute increase in the *number* of jobs this group of people with disabilities held with multi-site employers: some 21,000 of the 78,000 jobs that were lost from 1993 to 1994 by people who reported disabilities in both years were jobs with multi-

site employers. To put it another way, people with long-term disabilities who happened to be working were better represented in multi-site firms in 1994 than in 1993, even though they were less likely to be working in 1994.

Appendix Table 16 shows the distribution of jobs held across firm size. The size of firm is defined as the number of workers in all locations. People who reported disabilities in both reference years were more likely in 1994 than in 1993 to have jobs with large firms (i.e., with 1,000 or more workers), if, that is, they had employment at all: the distribution of their jobs across large firms as opposed to small and mid-sized firms increased from 24 to 26.8 per cent. As a per cent of all jobs with large firms, however, the representation of people reporting disabilities in both years dropped from 2.6 to 2.3 per cent. In fact, the share of jobs reported by people with disabilities in both years decreased as a per cent of all jobs held, regardless of the size of firm.

Appendix Table 17 shows the distribution of jobs held by size of the place of work. The size of the place of work is defined as the number of co-workers at the work site. Overall the table shows that employees with disabilities are more likely than other workers to have jobs at work sites with fewer than 20 workers. While the distribution of jobs held by people who reported a disability in only one of the reference years increased in the smallest operations from 1993 to 1994, it actually declined marginally in favour of larger workplaces for persons who reported a disability in both years.

3.3.7.4 Shift from Unionized to Non-Unionized Employment (UNCOLL)

Appendix Tables 18 and 19 show the slight increase in the share of non-unionized jobs from 1993 to 1994 (from 67.3 to 67.6 per cent of all jobs held over the two years). For working people who reported disabilities in both reference years, the distribution of their jobs across non-unionized as opposed to unionized workplaces increased more markedly, from 65 to 68.1 per cent. However, in contrast to the general picture, the distribution of jobs for people who reported disabilities in only one reference year actually shifted slightly from non-unionized to unionized work.

3.3.7.5 Reasons for Job Separation (REAEND9)

Cross tabulations were performed with SLID to probe the reasons why people with and without disabilities who were out of work were no longer working. It was hypothesized that macroeconomic factors such as insufficient or too many hours of work, poor physical conditions at work, work conflict and stress, firms going out of business or moving, layoffs and slowdowns, the seasonal nature of work, labour disputes, dismissals, and short-term contract work could have had differential impacts on people with and without disabilities. Other factors why people may have left their jobs include illness or disability (work-related and not work-related), caring for children or elder relatives, other personal or family responsibilities, school, found a new job, a move of residence, sexual harassment, to concentrate on another job, retirement and "other" reasons.

It was found that the leading causes why working-age people leave work are layoffs and slowdowns that are not due to seasonal factors (17 per cent), the seasonal nature of work (15.7 per cent), to find new employment (13 per cent) and to attend school (11.4 per cent). A variety of unspecified "other"reasons (11.8 per cent) comprise a large share of reasons for leaving work as well (Appendix Table 20).

Concerning people with disabilities the research found that the estimated population counts for the tables produced on the basis of variable REAEND9b and REAEND9c were in many cases too small to be useful. In part this is because relatively few people, regardless of disability status, report factors aside from the lead reasons for leaving work.

The unshaded portions of Appendix Table 20 present data on persons with disabilities that have cell sizes within Statistics Canada's "qualified" or "exact coefficients of variation required" range (i.e., CV >16.6 and < 33.4). The shaded cells represent counts with coefficients of variation in excess of 33.4 per cent and cannot be released.

A general conclusion that can be drawn on the basis of the table is that people who reported a disability in both reference years were more likely than others to be out of employment due to illness or disability, both work-related and not work-related. This is hardly surprising.

Another impression that can be drawn is that people with disabilities in 1993 and in both reference years are less likely than others to have left one job for another.[3] As well, people who reported disabilities only in 1993 were less likely than people without disabilities to have left work because of school. The expected number of people with disabilities in 1994 and in both reference years to have left their work for school were considerably higher in both cases than the reported frequencies, suggesting that people with disabilities generally speaking are less likely than others to leave work for school. People with disabilities in any or both reference years who were not working seem to be less likely than people without disabilities to say that they have left work due to the seasonal nature of their employment. People with disabilities in 1993 were marginally more likely than people without disabilities to have left work because of layoffs and business slowdowns not caused by seasonal factors; people with disabilities in 1994 and in both reference years were less likely than non-disabled people to cite this reason for leaving work.

The general pattern that emerges is that the lead factors that draw people who do not have disabilities out of employment also impact on people with disabilities. However, the impact of disability itself is a major factor that draws many people out of work, particularly those with long-term disabilities (i.e., in both reference years); work-related and other illnesses and disabilities accounted for 23.1 per cent of job losses of people who reported disabilities in both reference years. Non-seasonal layoffs and slowdowns, as well as the seasonal nature of employment account for many other job losses among people with disabilities. Leaving one job for another or for school, while given by some with disabilities as reasons for leaving employment, do not seem to play as prominent a role in decisions to leave work as is the case for people without disabilities.

[3] The expected frequencies of people with disabilities in any or both reference years leaving one job for another are considerably higher in all cases than the reported frequencies.

3.3.7.6 Changing Work Patterns - Jobs Held and Paid Worker Jobs (NBJBS28, NBPWJ28), Jobless Spells (NBJL28), Weeks Employed (WKSEM28), Weeks Unemployed (WKSUE28), Weeks Not in the Labour Force (WKSNL28), Hours of Total Work (ALHRW28) and of Paid Work (ALHRP28), Satisfaction with Number of Weeks Worked (SFNBW13) and Self-Employment Status (FSEIN28, FSEUI28)

A variety of SLID variables were selected for insight into changing patterns of work from 1993 to 1994. Appendix Table 21 shows the number of jobs working-age people held in 1993 and 1994, the number of paid worker jobs, jobless spells, weeks unemployed and weeks not in the labour force. Consistent with the overall decrease in the number of people who reported disabilities in both years and who were working from 1993 to 1994, the average number of jobs held for this group fell from .40 to .38 jobs; the average number of paid-worker jobs fell from .31 to .28. Persons without disabilities and those who reported disabilities in only one of the reference years increased the number of jobs held in the direction of full-time employment, both paid and otherwise. These findings are consistent with the overall rise in the number of such people who were working in 1994 as compared with 1993.

Not surprisingly the number of weeks employed for people who reported disabilities in both reference years fell from 14.7 to 12.5. The number of weeks of unemployment rose from 3 to 3.9. Their total number of weeks spent outside the labour force rose from 35.4 to 36.6 weeks on average, suggesting a shift into long-term marginalization from the labour force. With some exceptions the patterns were generally the reverse for persons without disabilities and persons who reported disabilities in only one of the reference years: the number of weeks employed increased for these groups and the number of weeks not in the labour force fell. The average number of jobless spells increased slightly for people who reported a disability only in 1994, but decreased for the other two groups. The number of weeks unemployed increased for the latter two groups, but fell slightly for the former. Overall, however, the picture is one of improved employment levels for all but those who reported disabilities in both years.

For people with disabilities who worked at all for pay in 1993 or 1994, there were some changes in terms of the number of jobs they held. Overall, the proportion working at one job only fell from 85.3 per cent to 84.6 per cent, meaning that there were proportionately more workers in 1994 than in 1993 who held down two or more jobs if they were working at all. This pattern held

true regardless of whether people reported disabilities in one or both reference years (Appendix Table 22).

Appendix Table 23 shows the total number of hours worked at all jobs and at paid jobs. The number of hours paid increased for people without disabilities and for those who reported disabilities in 1993. The number of paid hours fell marginally for people who reported a disability only in 1994, and more significantly for people who reported disabilities in both years.

Appendix Table 24 shows that, regardless of disability status, a significant proportion (approximately 28 per cent for people reporting a disability in any year) were dissatisfied with the number of weeks they worked in the reference years and wanted more weeks of work. The people who were least satisfied with the number of weeks they worked and who wanted more weeks of work were people who reported disabilities in both years (34.3 and 29.8 per cent in 1993 and 1994 respectively). Of some interest is that very few people who reported disabilities in any year said that their dissatisfaction stemmed from wanting to work fewer weeks.

Table D shows the change in the number of self-employed people (in incorporated and unincorporated businesses) from 1993 to 1994. Overall there was a 5.1 per cent decrease in the total number. A major decrease occurred in the total number of self-employed people who reported disabilities in both reference years (33.5 per cent). While the number of self-employed people without disabilities declined by 4.7 per cent, the number of self-employed people who reported a disability in only 1993 or 1994 actually increased (by 5.8 and 9.6 per cent respectively).

Overall, the total number of the self-employed who reported a disability in any year decreased by 9.5 per cent.

These findings suggest that self-employment could be becoming a preferred or more feasible employment option for some categories of people with disabilities, but that this is not generally the case. Those least likely to find self-employment a viable option are those whose disabilities are long-term.

Table D. Number of persons who were self-employed (incorporated or unincorporated), showing disability status, 1993 and 1994						
	Disability status					
Reasons given	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Disability any year	Total
Self-employed 1993	2,423,865	57,418	62,416	86,178	206,012	2,629,877
Self-employed 1994	2,309,147	60,727	68,433	57,281	186,441	2,495,588
Showing percentages of total self-employed						
Self-employed 1993	92.2%	2.2%	2.4%	3.3%	7.8%	100.0%
Self-employed 1994	92.5%	2.4%	2.7%	2.3%	7.5%	100.0%
Showing percentage increase (decrease) in absolute numbers of self-employed for each disability status 1994 over 1993						
	(4.7)%	5.8%	9.6%	(33.5)%	(9.5)%	(5.1)%

3.3.8 Environmental Barriers and Disincentives (PVTWMR13)

The literature review found that a range of environmental barriers and disincentives discourage people with disabilities from looking for work. By inference, Appendix Table 25 suggests that factors aside from disability play a role in curtailing access to more weeks of work for people with disabilities, and that such factors played an increasingly important role in hampering employment from 1993 to 1994.

For example, of people with disabilities who were not satisfied with the number of weeks worked in 1993, 39.8 per cent overall said that it was not their disability which prevented them from working more. In 1994 that figure rose to 41 per cent. Among people who reported disabilities in both reference years, the number who implied that factors aside from disability prevented them from working more increased from 29 to 42.3 per cent.[4]

SLID provides little in the way of direct information about factors aside from disability that result in people with disabilities having less employment than what they would prefer. Macroeconomic

[4] Of some interest is that, among people who reported disability exclusively in 1993, 60.7 per cent did not attribute to their disability their less-than-desired level of employment. One year later, the situation had reversed, with only 39.4 per cent who reported disability in 1994 attributing lower-than-desired employment to factors aside from disability. It is not immediately self-evident why this reversal took place.

factors such as seasonal employment and layoffs/slowdowns may provide some explanation (above).

Without more detailed analysis such a conclusion is speculative on the basis of SLID. However, the number of people with disabilities discouraged from looking for work, by factors such as the dynamics of income security and disability benefit programs, can be ascertained without major effort on the basis of instruments such as HALS. It would be desirable if SLID provided more explicit information like that provided by HALS. HALS variables probe the following issues for people with disabilities who are not in the labour force and who have encountered barriers that discourage them from looking for work:

- They would lose some or all of their current income if they went to work (E74I).
- They would lose some or all of their current additional supports such as their drug plan or housing if they went to work (E74II).
- Family or friends have discouraged them from going to work (E74III).
- Family responsibilities prevent them from going to work (E74IV).
- Information about jobs is not accessible (E74V).
- They worry about being isolated by other workers on the job (E74VI).
- They have been the victims of discrimination (E74VII).
- They feel their training is not adequate (E74VIII).
- They lack accessible transportation (E74IX).
- No jobs are available (E74X).
- There were other reasons for not looking for work (anecdotal responses).

A limitation of HALS is that these probes target only people who are not in the labour force. With some reworking the probes could also be pertinent to why unemployed people are not working and to why working people feel they cannot work more in the event that they are presently dissatisfied with their work level. To reduce respondent fatigue perhaps these probes could be collapsed into several broader probes that look at impacts of:

- social security measures (e.g., they would lose some or all of their current income, or some or all of their current or additional supports such as drug plans or housing, if they went to work);
- family or friendship influences (e.g., family responsibilities prevent them from going to work, or family or friends have discouraged them from going to work);

- training (e.g., they feel their training is inadequate);
- labour market conditions (e.g., no jobs are available);
- transportation (e.g., they lack accessible transportation); and
- other reasons (e.g., information about jobs is not accessible, they worry about being isolated by other workers, they feel they have been victims of discrimination, or other reasons).

3.3.9 Income Status (ALHRP28, TTWGS28, CPQPP42, UIBEN42, SAPIS42, WKRCP42, GTR42, TTINC42, ATINC42, LICFA27)

Income data are suggestive about why the employment level of people with disabilities is low. Appendix Table 26 shows that the average wages/salaries of people who reported disabilities in both reference years dropped from $4,585 to $4,258 from 1993 to 1994. Appendix Table 27 shows that total average income from government transfers also declined from $6,848 to $6,600. However, the total money value of government transfers exceeded average earnings in both years. The average value of C/QPP and Social Assistance actually increased slightly. These income sources are relatively secure once eligibility is established on the basis of disability. However, the average annual value of short-term financial protection against unemployment in the form of Employment Insurance dropped by more than 40 per cent for people who reported a disability in both years, despite the disproportionately large employmentloss for such people from 1993 to 1994. Economically, it may have made more sense for some people with disabilities to have stayed out of employment, or to have worked fewer hours, in the interests of not jeopardizing the value of the government transfers they were receiving.

The share of households with a person with a disability and whose total family income was below Statistics Canada's Low Income Cut-Off, the unofficial "poverty line" in Canada, increased from 1993 to 1994. Some 23.5 per cent of families with working-age people who reported disabilities in both years were living below the poverty line in 1993, nearly three times higher than was the case where people did not have disabilities (8.6 per cent). In 1994, 27 per cent of families with working-age people with disabilities in both years were living below the poverty line. The figures for 1993 and 1994 for people who reported disabilities only in 1993 dropped from 20.5 to 17.3 per cent. For those who reported a disability only in 1994, there was an increase from 15.1 to 17.7 per cent. There was also an increase where people did not have

disabilities, but this was less pronounced than the increases for people with disabilities (from 8.6 to 10.4 per cent).

The literature review found that persons with lower incomes are at a disadvantage in preventing disability and ameliorating its effects. This in turn impacts on their chances of employment. This hypothesis was not systematically tested using SLID. The hypothesis raises questions of causation that are difficult to resolve. It has been well established that, on average, people with disabilities have lower incomes than others. But do they have lower incomes because their disability took them out of employment/resulted in reduced work? Or do they have disabilities because they were comparatively poor to begin with and therefore were more susceptible than others to factors that cause disability? The discussion concerning Appendix Tables 6, and C1 and C2 (above), conjectured that prolonged, weak attachment of some people to the labour force, and low education levels, are factors which may, over time, contribute to people's self-perception as being disabled. Although weak attachment to the labour force, and low education, are both factors that increase the likelihood of poverty, without data over a longer time-horizon, it is difficult to confirm or refute the conjectures.

3.3.10 Education and Labour Force Activity (HLEVEG18; ALFST28; STUDF26)

The literature review found that, as education level increases so do the chances that people with and without disabilities will be employed, but that an employment gap persists between people with and without disabilities regardless of education level. This finding was tested using SLID. To yield population estimates that could be used without major qualification the SLID variable on highest educational attainment (HLEVEG18) was collapsed to produce four, broad educational attainment levels: less than high school graduation; high school graduation or some post-secondary education; post-secondary certification (short of a university degree); and university degree (i.e., Bachelor's degree or higher). Appendix Tables 28a and 28b show the annual labour force activities according to respondents' disability status and education levels.

The research found that as educational attainment increases so did the chances that people with disabilities in any reference year would be employed. Regardless of education level, however, the rates of non-participation for people with disabilities in any of the reference years are higher than those for non-disabled persons. In fact, as education level increases so does the labour force

participation gap between people with and without disabilities. For instance, in 1994 people with disabilities and less than high school graduation were 2.1 times as likely as non-disabled people with the same level of education to be continuously outside of in the labour force that year; people with disabilities and high school graduation or some post secondary education were 2.7 times as likely to be continuously out of the labour force; those with post-secondary certificates were 3.7 times as likely. The situation reversed slightly for university graduates: people with disabilities and university degrees were 2.5 times as likely as non-disabled university graduates to be continuously out of the labour force in 1994.

While a participation gap persists between people with and without disabilities regardless of education level, education does offer protection to people with disabilities against being marginalised from the labour force. For instance, for people with disabilities and less than high school graduation, all excepting those who reported disabilities only in 1994 were more likely in 1994 than in 1993 to be continuously outside of the labour force. As education level increased, those who reported disabilities in only one of the reference years were either less likely, or likely to about the same extent, in 1994 to be continuous non-participants as in 1993. In other words, those with higher education levels either gained ground or held their ground in terms of labour force participation from one year to the next.

The exceptions to this finding were people who reported disabilities in both reference years. Their non-participation rates increased from 1993 to 1994, regardless of their education level. On a more positive note, however, in both reference years the non-participation rates for these people decreased as their education level increased. If education did not provide absolute immunity from the factors that took people with long-term disabilities out of employment, it provided an important measure of protection.

If education is important for increasing labour force participation, Appendix Table 29 shows that the share of people with disabilities who were enrolled as students decreased from 1993 to 1994.

3.3.11 Employer Attitudes

The literature review found that employer attitudes are important determinants of whether people with disabilities have employment. SLID provides neither direct nor indirect information about employer attitudes. In contrast, HALS includes several questions that probe whether respondents feel that, in the past five years, they have been refused employment, a promotion, or access to training because of their disability. A further question asks whether respondents believe they were terminated because of their disability. Indirectly, the probes enquire into respondents' perceptions of employers' attitudes. For people who are employed, unemployed or not in the labour force, eight batteries of questions probe these matters, including the number of times the problems have occurred.

To guard against respondent fatigue, perhaps SLID could use a modified version of these probes that asks simply whether, in the past year, respondents were "terminated from employment, or refused employment, a promotion or access to training because of a long-term physical condition, mental condition or health problem."

3.3.12 The Need for Employment-Related Supports and the Kinds of Supports Required

SLID has no information about: a) whether respondents need any employment-related supports because of their disability in order to work; and b) the specific kinds of supports that people need in order to work. HALS, in contrast, has an extensive battery of questions that probe these issues. Issues surveyed include the need for human support, technical aids and devices, communication services, job redesign, modified or reduced work hours or days, accessible transportation and various architectural features in the workplace (e.g., handrails, ramps, appropriate parking, accessible elevators, accessible workstations, accessible washrooms or "other" features).

For people who are working, HALS also asks whether supports they require are available to them. In total, HALS contains thirteen such probes each for people who are unemployed or not in the labour force. It asks twenty-six such questions of people who are employed (i.e., whether a given support is required and then whether it is available). Given the length of the SLID interview process, adding a significant number of such questions may not be feasible or desirable.

Perhaps several simplified probes could be added to SLID to identify whether people with disabilities need various supports in order to work. The probes could be linked to the disability flag in the sense that only respondents who are identified as having a disability would be asked the questions.

In terms of the questions themselves, a correlation was performed using HALS to establish the strength of associations between responses and the questions on work-related supports. The variables were recorded so that a "yes" response to a given question was assigned a value of 1 (i.e., "yes"). All other responses were assigned a value of zero (i.e., "others"). A derived variable was created to capture any "yes" responses to the HALS questions about needed architectural features in the workplace (e.g., handrails, ramps, appropriate parking, accessible elevators, accessible workstations, accessible washrooms or "other" features). The derived variable was assigned the name "emp-featur." Table E presents the results of the correlation.

There is a fairly strong association between responses and the question on communication services (i.e., conversion of print to brail, to audio tape, to enlarged print) and technical aids and devices (i.e., voice synthesizer, telecommunications, device for the deaf [TDD], infrared system, computer). Perhaps these questions could be combined into a single probe that enquires about the need for communication services or aids and devices. There was also a strong correlation between the question on the need for job redesign (modified or different duties) and modified hours or days, or reduced work hours. Perhaps a single probe could be developed to test for any such needs. The questions on the need for human support (reader, oral or sign language interpreter, job coach, personal assistant), transportation and other features at the workplace are logically distinct and should probably be left as separate questions. The battery of questions on required architectural features of the workplace, however, could perhaps be collapsed into a single question designed to elicit a single "yes" or "no" concerning the need for *any* of the features listed.

Questions concerning whether a given support that is needed is available would complicate what is already a lengthy and complex interview process in SLID. Perhaps a single question could be asked concerning whether *all* the work-related supports the respondent needs are available (i.e.,

"yes" or "no"). Over time the responses would allow for the tracking of general progress on the employment-support front.

Table E. Correlations using HALS questions on employment-related supports needed by persons with disabilities

N: 3,533,087 Missing: 0
Significance Levels: ** = .01 * = .05
Pairwise deletion (1-tailed test)

	1091) emp-prsnl	1092) emp-aids	1093) emp-comsvc
1091) emp-prsnl	1.000	.331**	.377**
1092) emp-aids	.331**	1.000	.409**
1093) empl-comsvc	.337**	.409**	1.000
1094) emp-redsgn	.293**	.150**	.178**
1095) emp-hrs	.249**	.121**	.132**
1096) emp-transp	.381**	.205**	.219**
1097) emp-other	.141**	.141**	.146**
1166) emp-featur	.001**	-.001**	-.004**
	1094) emp-redsgn	**1095) emp-hrs**	**1096) emp-transpo**
1091) emp-prsnl	.293**	.249**	.381**
1092) emp-aids	.150**	.121**	.205**
1093) emp-comsvc	.178**	.132**	.219**
1094) emp-redsgn	1.000**	.588**	.314**
1095) emp-hrs	.588**	1.000	.414**
1096) emp-transp	.314**	.414**	1.000
1097) emp-other	.111**	.088**	.117**
1166) emp-featur	.004**	-.002**	.003**
	1097) emp-other	**1166) emp-featur**	
1091) emp-prsnl	.141**	.001**	
1092) emp-aids	.141**	-.001*	
1093) emp-comsvc	.146**	-.004**	
1094) emp-redsgn	.111**	.004**	
1095) emp-hrs	.088**	-.002**	
1096) emp-transp	.117**	.003**	
1097) emp-other	1.000	.019**	
1166) emp-featur	.019**	1.000	

4. Economic Implications

A preliminary approach was developed for estimating the additional costs of disability to society.[5] The approach involved calculating the differential payments from various social programs from which people may be more likely (e.g., Canada/Quebec Pension Plan Disability Benefit, Provincial Social Assistance, Workers' Compensation) or less likely (e.g., Employment Insurance) to draw income, depending on their disability status and labour force activity. The approach involved taking as the baseline norm mean incomes from such income sources for people without reported disabilities in either reference year, and computing the differential amount paid to (or not paid to) persons with disabilities. The differential was then multiplied by the total number of valid SLID responses concerning a given disability status and income source.

Also included in the approach were the differential wages and salaries, and the amounts of taxes paid, by people with and without disabilities.

It is important to underscore the point that the approach adopted did not attempt to calculate the absolute cost of disability to society, as this is not a particularly meaningful figure: as there are absolute costs to society in the event that citizens do *not* have disabilities. Instead the approach involved looking at the money that society might have expected to give to, or receive from, people if disability had not had a differential impact on their social and economic position in society.

It is also important to point out that the approach adopted did not include certain costs. Ideally, the costs of hospital services, rehabilitation, support services (e.g., attendants, homemakers), specialized transportation and other disability-related costs would have been included in the analysis. SLID, however, provides no information about such costs.

Appendix Table 30 presents the figures for the estimated economic impact of disability in 1994. For people who reported a disability only in 1993, some $9.5 billion more was spent in direct transfers or forfeited in taxes and lost earnings in 1994 than would have been the case had

[5] The approach is similar to that used in Cameron Crawford, *The Effects of Disability on British Columbia's Economy.*

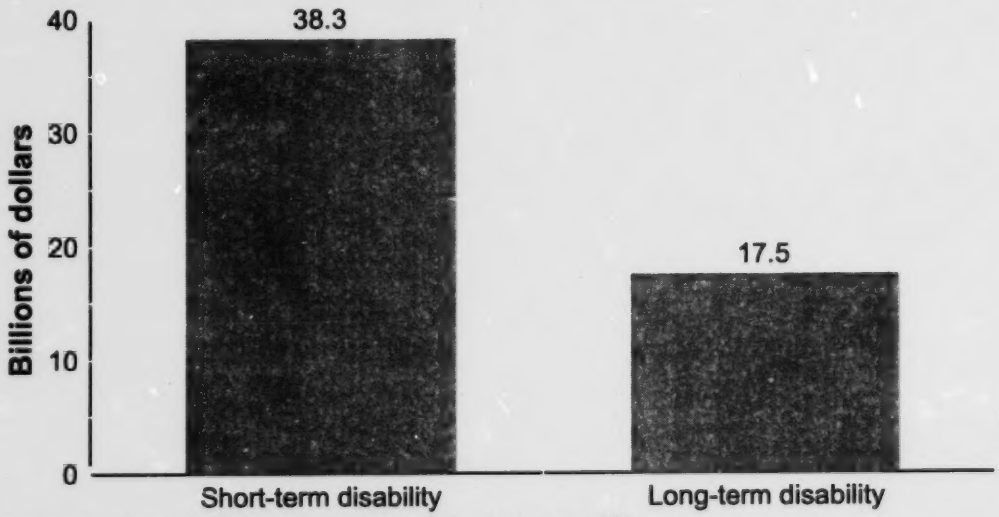
disability not been an issue the previous year. This amount may be taken to reflect the residual impact of disability (i.e., a cost of economic marginalization) in the year after people no longer consider themselves to have a disability.

More than $8 billion in additional money was spent or forfeited in relation to people who first reported their disability in 1994. This might be considered the annual, additional cost concerning people moving into disability status in that reference year.

By far the largest additional amount spent or forfeited was in relation to people who reported disabilities in both reference years ($27 billion). This might be considered the annual cost of ongoing economic marginalization of people with long-term disabilities.

In total, an estimated $46 billion in additional money was spent or forfeited in 1994 in relation to people who reported a disability at any point in the reference years.

Figure 1. Estimated indirect costs of disability to the economy



Source: Health Canada, Economic Burden of Illness in Canada, 1993.

Of some interest, Health Canada recently produced a conservative estimate of the indirect cost of long-term and short-term disability to the Canadian economy: nearly $56 billion in 1993 (Figure 1). The estimated amount for long-term disability was $38 billion. This is quite close to the amount estimated in the present report for people who reported a disability for the first time in 1994 and who reported a disability both in 1994 and in 1993: $35 billion.

Health Canada's figures were based on estimated productivity loss. Health Canada concluded that the estimates included the value of transfer payments from government and quasi-government agencies. The estimates did not take into account the following direct costs (publicly funded and non reimbursed): hospital services, physician and rehabilitation services; residential care; community-based services costs (e.g., attendants, home makers, job coaches, interpreters, respite); day programming; disability-related technologies (e.g., for speech, hearing, seeing, mobility); medications; retrofits of personal vehicles and homes; counselling and informational services; or administration.

5. Summary of Key Findings

- The research found that nearly 773,000 people reported disabilities in 1993 only, 651,000 in 1994 only, and 1.4 million in both years.

- Comparatively speaking, Nova Scotians were more likely than others to have reported disability in either or both reference years; people living in Quebec were least likely to report disability.

- As with the population in general, persons with disabilities in both reference years comprise a slightly higher share of females than males. However, those reporting a disability in only one of the reference years were considerably more likely to be female.

- Consistent with the literature review, the analysis based on SLID found that regardless of its duration, disability affects older people more so than younger people.

- The proportion of the working-age population who reported disabilities in both reference years and who were immigrants is roughly equivalent with the share immigrants in the working-age population as a whole. However, immigrants made up a comparatively large share of those who reported disabilities exclusively in 1993 or in 1994.

- Persons whom SLID identifies as visible-minorities make up a comparatively small share of those who reported disabilities in both reference years. The share of those reporting disabilities exclusively in 1993 who were of visible minority, or in 1994, is similar to the share of the general working-age population that is of visible minority status. These findings contradicted the literature review, which cited the higher than average prevalence of disability in visible minority groups in the United States.

- The share of people with disabilities who had very low levels of education in 1993 declined in 1994. The proportions with 11 to 13 years, with some non-university post-secondary and with non-university post-secondary certificates increased slightly. The proportions with some university, university certificates, bachelor's degrees and post-graduate degrees held constant. However, those with low educational attainment in 1993 were more likely than those with higher educational attainments to consider themselves disabled in 1994. There is

some evidence to suggest that the disadvantage associated with low education may, over time, lead some people to consider themselves as having a disability.

- Consistent with the literature review, analysis of SLID found that the presence of disability is a factor that affects in a major way the labour force status and transitions of people with disabilities. Relatively few people who reported a disability exclusively in 1993 were employed consistently throughout 1993 (41.7 per cent); another 16.7 per cent were employed at some point that year. The finding may reflect the near term impact of disability onset on labour force participation: the onset of disability resulted in a lower than average level of continuous employment. There may also have been a residual disadvantage that resulted from disability, which hampered the continuous reintegration of these people into the labour force even after their activity limitations ceased. People who reported a disability only in 1994 were nearly twice as likely as people without disabilities in either year to be outside the labour force for all of 1993 (29.2 compared with 15 per cent), suggesting that prolonged, weak attachment of some people to the labour force is a factor which, over time, contributes to their self-perception as being disabled. The research also found that people with long-term disabilities (i.e., reported in both reference years) actually lost ground in terms of labour market participation during the reference years. These were years of modest employment growth for people without disabilities.

- The research found that SLID provides no information on the type (e.g., mobility) or cause (e.g., work accident) of disability. The variable which identifies people not in the labour force and completely prevented from working because of their condition is not a useful measure of severity of disability because it is an "either/or" variable that pertains only to selected persons. It is recommended that the NPHS and the LMAS be examined for questions and variables that might be adapted for SLID in order to shed light on the nature, cause and severity of disability.

- Unlike the literature review, the analysis of SLID found that those most likely to be employed at some point in the year (either continuously or for part of the year) were those whose disabilities had lasted ten years or less, who were middle-aged and who had sustained a disability after most people have usually completed their formal education.

- Among people who reported disabilities in either or both reference years, those most likely to have been continuously active in the labour force were younger than 35. Those with disabilities who were most likely to be active were people in this age group who reported disabilities in only one of the reference years.

- Like the literature review, analysis of SLID found that, regardless of disability status, males were more likely than females to be active in the labour force in the reference years. The rates of non-participation increased sharply between the reference years for both males and females who reported disabilities in both years. The increase in non-participation among males who reported disabilities in both years was particularly sharp. The literature review found that the employment gap between males and females with disabilities is narrowing. With some qualifications, analysis based on SLID confirmed that finding.

- The literature review found some evidence that people with disabilities who are from visible minority groups may be doubly disadvantaged in the labour market. SLID presents a more complex picture. People who reported disabilities in both reference years and who were from visible minority groups were considerably less likely than others with disabilities in both years to be continuously out of the labour market in either year. However, there was a significant increase in the rate of continuous non-participation in 1994 among people with disabilities in both years who were from visible minorities. Taking people who reported disabilities in any year as the unit of analysis, the rate of continuous non-participation among visible minorities decreased slightly between 1993 and 1994, but increased slightly among other people with disabilities. Disability rather than visible minority status appears to be the more important factor in producing labour market disadvantage.

- The research found that macroeconomic trends that affect the distribution of jobs across industrial groupings have a differential impact on persons with disabilities: the growth and contraction in their share of jobs in a given industrial sector do not necessarily parallel the growth and contraction of jobs held by non-disabled workers in that sector. Overall the number of jobs held increased by nearly 117,000 from 1993 to 1994, reflecting a 0.8 per cent rate of increase overall. In 1994 there were 1.2 per cent more jobs held by people who had no disability in either year. Similarly, people who reported disabilities in only one of the reference years were better represented in employment in 1994 than 1993. However, a

significant reduction occurred from 1993 to 1994 in the number of jobs held by people who reported disabilities in both years, a reduction of nearly 78,000 jobs. This suggests that access to the benefits of economic growth depends to some extent on disability status and on whether the disability is of a short- or long-term nature.

- People who had disabilities in both years were, relatively speaking, better represented in public sector jobs in 1994 than in 1993. While people who reported disabilities in both reference years were less likely to have jobs in 1994 than 1993, the total number of jobs held by this group in the public sector held relatively constant (51,000 jobs both years). The number of jobs held in the private sector by people with disabilities in both years, however, dropped by nearly 74,000. Most of the job reduction that occurred for people with disabilities in both years, then, occurred in private sector employment.

- There was a reduction overall from 1993 to 1994 in the share of the share of jobs held with multi-location employers. In contrast, the share of jobs held by people who reported disabilities in both years increased in multi-location firms as opposed to single location firms. However, some 21,000 of the 78,000 jobs that were lost by people who reported disabilities in both years were lost from left multi-site employers. People who reported disabilities in both reference years were more likely in 1994 than in 1993 to have jobs with large firms (i.e., with 1,000 or more workers), if, that is, they had employment at all: the share working in large firms as opposed to small and mid-sized firms increased from 24 to 26.8 per cent. As a per cent of all jobs held with large firms, however, the representation of people reporting disabilities in both years dropped from 2.6 to 2.3 per cent. Overall, employees with disabilities are more likely than other workers to be at job sites with fewer than 20 workers. While the distribution of jobs held by people who reported a disability in only one of the reference years increased in the smallest operations from 1993 to 1994, it actually declined marginally in favour of larger workplaces for persons who reported a disability in both years.

- From 1993 to 1994 there was a slight increase in the proportion of jobs that were non-unionized. For people who reported disabilities in both reference years, their involvement in non-unionized jobs increased more markedly. In contrast to the general picture, the

distribution of jobs for people who reported disabilities in only one reference year actually shifted slightly from non-unionized in favour of unionized work.

- It was found that the leading causes why working-age people leave work, are layoffs and slowdowns that are not due to seasonal factors, the seasonal nature of work, to find new employment, and to attend school. A variety of unspecified "other"reasons comprise a large share of reasons for leaving work as well. For people with disabilities, the impact of disability itself is a major factor that draws many people out of work, particularly those with disabilities in both reference years. Non-seasonal layoffs and slowdowns, as well as the seasonal nature of employment account for many other job losses among people with disabilities. Leaving one job for another or for school, while given by some with disabilities as reasons for leaving employment, do not seem to play as prominent a role in decisions to leave work as is the case for people without disabilities.

- Persons without disabilities and those who reported disabilities in only one of the reference years increased the number of jobs they held in the direction of full-time employment, both paid and otherwise. These findings are consistent with the overall rise in the number of such people who were working in 1994 as compared with 1993.

- The total number of weeks employed for people who reported disabilities in both reference year fell from one reference year to the next. The number of weeks of unemployment increased. Their total number of weeks spent outside the labour force also increased, suggesting a shift into long-term marginalization from the labour force. With some exceptions the patterns were generally the reverse for persons without disabilities and persons who reported disabilities in only one of the reference years.

- For people with disabilities who worked at all for pay in 1993 or 1994, the proportion working at only one job decreased, meaning that there were proportionately more workers in 1994 than in 1993 who held down two or more jobs if they were working at all. This pattern held true regardless of whether people reported disabilities in one or both reference years.

- The number of hours paid increased for people without disabilities and for those who reported disabilities in 1993. The number of paid hours fell marginally for people who

reported a disability only in 1994, and more significantly for people who reported disabilities in both years.

- A significant proportion of people who reported a disability in any year were dissatisfied with the number of weeks they worked in the reference years and wanted more weeks of work. The people who were least satisfied with the number of weeks they worked and who wanted more weeks of work were people who reported disabilities in both years. Very few people who reported disabilities in any year said that their dissatisfaction was because they wanted to work fewer weeks.

- Overall, the number of self-employed people who reported a disability in any year decreased by 9.5 per cent from 1993 to 1994. The research found that self-employment could be becoming a preferred or more feasible employment option for some categories of people with disabilities, but that this is not generally the case. Those least likely to find self-employment a viable option are those whose disabilities are long-term, among whom there was a 33.5 per cent drop in the number who were self-employed from 1993 to 1994.

- The literature review found that a range of environmental barriers and disincentives discourage people with disabilities from looking for work. Research based on SLID found that factors aside from disability play a role in curtailing access to more weeks of work for people with disabilities, and that such factors played an increasingly important role in hampering employment from 1993 to 1994. SLID provides little in the way of direct information, however, about factors aside from disability that result in people with disabilities having less employment than what they would prefer. The research recommends that HALS-like probes into such matters be incorporated within SLID.

- The research found that the total money value of government transfers exceeded average earnings of people with disabilities in both reference years. The average value of C/QPP and Social Assistance actually increased slightly. Economically, it may have made more sense for some people with disabilities to have stayed out of employment, or to have worked fewer hours, in the interests of not jeopardizing the value of the government transfers they were receiving.

- The research found that as educational attainment increases so do the chances that people with disabilities in any reference year would be employed. Regardless of education level, however, the rates of non-participation for people with disabilities in any of the reference years are higher than those of non-disabled persons. In fact, as education level increases so does the labour force participation gap between people with and without disabilities. The exceptions to the latter finding were people who reported disabilities in both reference years. Their non-participation rates increased from 1993 to 1994, regardless of their education level. However, education does offer protection to people with disabilities against being marginalised from the labour force.

- While education is important in securing a place in the labour market, the share of people who reported disabilities in either of the reference years and who were enrolled as students decreased from 1993 to 1994.

- The literature review found that employer attitudes are important determinants of whether people with disabilities have employment. SLID provides neither direct nor indirect information about employer attitudes. The research recommends how HALS probes on perceived employer discrimination might be adapted for inclusion in SLID.

- The research found that SLID has no information about a) whether respondents need any employment-related supports because of their disability in order to work or b) the specific kinds of supports that people need in order to work. The research recommends how HALS probes on employment-related supports might be simplified for use in SLID.

- A preliminary approach was developed for estimating the additional costs of disability to society. The research estimated that the economic costs concerning persons with disabilities over and above what would have been the costs had disability not been an issue were approximately $46 billion in 1994. The economic costs for persons who reported disabilities only in 1994, and who had disabilities in 1994 and the previous year, were about $35 billion in 1994, reasonably close to a Health Canada Estimate concerning the economic cost of long-term disability for 1993.

6. Future Directions

The Survey of Labour and Income Dynamics is a useful tool that has the potential to shed new light on the labour force status of people with disabilities, their disability status, and the factors which impact on both statuses. In its present form, however, SLID does not lend itself fully to this undertaking. As well, surveys such as HALS provide an array of information on people with disabilities, but provide relatively few variables that permit comparisons of employment-related issues faced by people with and without disabilities (e.g., employment discrimination; barriers to employment arising from social security measures, limited training, family pressures, etc.)

Revisions could be made to SLID that would increase its utility with respect to persons with disabilities and which would facilitate comparative analysis of issues that affect people with and without disabilities. Suggested revisions have been grouped according to three general subject areas: identification and quantification of disability; factors that impact on disability-status and labour force status; and other issues.

6.1 Identifying and Quantifying Disability

- There is presently a lack of symmetry in Statistics Canada survey approaches to identifying respondents as having disabilities. This results in significantly different definitions of disability and subgroup counts across the surveys. The lack of symmetry is problematic on a number of fronts, not the least of which is the perceived validity of apparently discrepant survey outputs concerning persons with disabilities/activity limitations.

  Perhaps a screening procedure in SLID that more closely resembles the approached used in the NPHS or Census would address asymmetry problems. It may also address the possible under-reporting of disabilities aside from those which are work-related. Such an approach would involve disaggregating some of the SLID's current phraseology and inverting the disability screen question order (e.g., begin with a probe into limitations at home instead of at work; avoid conflating "home . . . school or . . . other activities"). Analysis of the results of the new disability screen being piloted by Statistics Canada for the next census could also be instructive and may serve as a more coherent basis for identifying persons with disabilities across a variety of surveys, including SLID.

- SLID provides no information concerning respondents' type of disability (e.g., mobility, seeing). The introduction of an elaborate screening procedure such as that used in HALS would make for a considerably longer, more tedious and more costly survey process and so is probably not feasible. An alternative approach that could be explored for incorporation into SLID is one that currently being investigated by people working on the disability screen for the next Census. Several simple probes are being designed which would shed at least partial light on the nature of respondents' disabilities.

  Alternatively, probes modelled along the general lines of the NPHS health status indicators (which are based on McMaster University's Health Status Classification System) could be devised. Owing to the relatively large number of health status indicator questions in the NPHS, however, the questions may have to be collapsed.

  Another option is to revisit the recommendations of Hum and Simpson (1993)[6], who found that the relatively succinct approach to identifying disability in the 1989 Labour Market Activity Survey (LMAS) yielded similar results to the significantly more involved process used in HALS.

- The skip pattern in the disability screens renders SLID unhelpful in determining whether people experience disabilities exclusively at work, or whether their condition results in more generalized activity limitations (e.g., at work as well as at home, school or in other activities). This level of detail is helpful in understanding whether the workplace is the only site in which disability is experienced, and whether specific industrial sectors or occupational activities disproportionately foster the experience of disability. It would be preferable if respondents had the option of answering yes to *any* of the disability screens which apply, with the exception of DISLOT26. The latter is a residual question which yields no substantive information on disability, except that some form of disability or handicap is present. The question only makes sense to ask if disability is not picked up on one of the previous screens.

[6] Derek Hum and Wayne Simpson, *The Economic Well-Being and Labour Market Activity of Persons with Disabilities in Canada.*

- Severity of disability impacts on job and earnings prospects. Short of a battery of probes into the extent of disability (i.e., complete or partial) in a given domain of activity (e.g., walking) it is problematic to construct a SLID severity index. Again, the LMAS and NPHS probes do lend themselves to the construction of a severity index and are less involved than the HALS screening questions. As well, the disability screens for the new Census may lend themselves to this purpose.

  An alternative approach, which would serve as a rough proxy for a severity indicator, would be to remove the current skip pattern for question PVTWMR13 (prevented from working more) so that the question is asked of all people identified by SLID as having a disability, rather than only those who worked but were not satisfied with the number of hours worked. This approach would establish that there is a relationship between a respondent's condition and their labour force activity.

  Another option is to replicate HALS questions E11/ E42/E69, which are very similar and are asked of all working age respondents regardless of labour force status . For employed people question E11 asks "Are you limited in the kind or amount of work you can do at your present job or business because of your condition or health problem" Questions E42 and E69 ask unemployed respondents and those not in the labour force whether the condition or health problem limits the amount or kind of activity they can do at a job or business.

  A final suggestion concerning severity is to develop and test a scaled question to enquire about the impact of the condition / health problem on the amount or kind of activity respondents can do at a job or business (e.g., condition creates: a) no limitation; b) some slight limitations; c) some significant limitations; d) some major limitations).

- Cause of disability affects labour force integration/reintegration prospects. SLID presently has no information on cause of disability. Multiple probes into causality modelled along the lines of HALS would be problematic in terms of survey length. Perhaps a single question towards the end of the disability screening process could be used to identify one or more of the underlying cause(s) of respondents' activity limitations. The NPHS question RESTR-

Q5 and the HALS causality screen (which is replicated twenty times) are very similar and could be considered for this purpose.

6.2 Factors that Impact on Disability Status and Labour Force Status

- While SLID provides various information on educational attainment, certification and educational activity, it does not provide information specifically on whether respondents were involved in some form of job training (e.g., employer-based or off the work site) during the reference year. In view of the public discourse on the need for ongoing learning and skills adjustment, inclusion of a question or two which probe this matter would be useful. Such questions would also be instructive on the comparative access of people with and without disabilities to such training.

  Moreover, while the education questions in SLID are informative, they do not speak directly to the issue of adult literacy. It is known on the basis of HALS that, as respondents' self-assessed ability to read and write effectively in English or French crosses the midway point on a scale of one to five (where the extremes of the scale are "poor" and "excellent"), the employment rate increases significantly. Accordingly, issues of adult literacy for people with disabilities, as for other disadvantaged groups, have been identified by The Roeher Institute and other organizations as ones of significance. Questions modelled along the lines of HALS H10 and H13 would allow tracking of progress in terms of various groups of disadvantaged people's self-assessed literacy skills (e.g., young single parents, immigrants, visible minorities), and would facilitate the tracking of society's progress in addressing obstacles to adult literacy (e.g., cost, availability of programs, age, lack of information about programs, personal motivation, etc.)

- SLID has no information on employer attitudes, which do have a bearing on the labour force status of people with disabilities. Questions similar to the HALS discrimination questions could be adapted and incorporated to shed light on this issue. With some further modification the questions could be rendered more general so as to apply to other groups as well, such as Aboriginal persons; visible minorities, aging persons. For example, all working-age respondents could be asked simply, "Do you have reason to believe that, in the past year, you have been unfairly terminated from employment, or unfairly refused employment a promotion or access to training?"

- To provide insight into the employment-related supports people with disabilities need in order to be able to work, simplified probes modelled along the lines of the content areas explored in HALS could be developed to test whether, because of disability, the following are needed:
  - architectural features in the workplace (features such as any of the following: handrails; ramps; appropriate parking; accessible elevators, workstations and washrooms; or other features to address issues of disability);
  - communication services or aids or devices (such as any of the following: conversion of print to brail, to audio tape, to enlarged print; voice synthesizer; telecommunications device for the deaf [TDD]; infrared system; modified computer; mobility aids; or other services or devices to address issues of disability);
  - modified job duties or modified hours or days of work;
  - personal support from others (such as a reader, oral or sign language interpreter, job coach, personal assistant or attendant); and
  - accessible transportation (either public or private).

  To track broad level progress on meeting work-related support needs, a follow-up question could ask simply whether *all* the needed supports are available. These questions would only be asked of people who satisfy the disability screening criteria.

- To track environmental barriers that hamper employment, people who are unemployed or not in the labour force could be asked whether any of the following affect their ability to look for, or obtain, work:
  - social security measures (e.g., they would lose some or all of their current income, or some or all of their current or additional supports such as drug plan or housing, if they went to work);
  - family or friendship influences (e.g., family responsibilities prevent them from going to work, or family or friends have discouraged them from going to work);
  - training (e.g., they feel their training is inadequate);
  - labour market conditions (e.g., no jobs are available);
  - transportation (e.g., they lack accessible transportation); and
  - other reasons.

  While this information would be of particular interest concerning persons with disabilities, it need not be restricted to them. For example, in view of welfare reforms which are

currently under way across the country, the probe on social security issues could be a useful indicator of difficulties confronting other groups as well, such as women and visible minorities. Poor labour market conditions or access to job training might be perceived as general problems in certain regions of the country, regardless of disability status, although it may be found that people with disabilities are affected by these issues to a greater extent than others in some areas of the country. This is an important consideration in view of the federal devolution to the provinces, under the Labour Market Development Agreements, of responsibility for labour market development and service delivery.

6.3 Other Issues

- To facilitate greater comparability of data on issues of work-related disability across the lifespan, it would be preferable if the upper age cut-off for the screening question on work-related disability be established at 69 instead of 65.

- Some of the interesting labour force information (e.g., industrial groupings) is available only on the Longitudinal Job File. Respondents screened into the job file are those who have been employed at some point in the reference year. As the rate of employment for people with disabilities is considerably lower than that for other people, a disproportionately small sample of people with disabilities is screened into the Longitudinal Job File. The working-age sample of persons with disabilities in SLID is already quite limited to begin with. These factors make it problematic to conduct much in the way of reliable analysis of distributions of people with disabilities across industrial sectors, and to examine issues particular to a given sector. These problems could be addressed by increasing the sample of working-age people with disabilities. This would also help make other SLID questions more useful with regard to people with disabilities (e.g., on why people leave their jobs – READ9).

- In terms of the public use data files, consideration could be given to including some of the summary variables available only in the Longitudinal Job File (e.g., SIC110 – industrial groupings) in the Longitudinal Person File so some interesting cross-tabulations can be performed (e.g., with ALFST28 to show annual labour force status and by industrial group and disability status).

Appendix

Table 1. Disability status by province, persons aged 16 to 64 (1994)						
	Disability status					
Province	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Disability either year	Total
Showing numbers						
Newfoundland	336,525	15,339	11,145	32,882	59,366	395,891
Prince Edward Is.	68,317	2,364	3,425	8,100	13,889	82,206
Nova Scotia	449,267	27,490	29,779	66,400	123,669	572,936
New Brunswick	349,402	23,353	20,541	37,969	81,863	431,265
Quebec	4,281,843	182,874	131,436	294,831	609,141	4,890,984
Ontario	4,693,288	276,676	237,580	487,596	1,001,852	5,695,140
Manitoba	579,970	25,928	35,553	74,136	135,617	715,587
Saskatchewan	525,667	25,329	26,327	51,552	103,208	628,875
Alberta	1,397,179	86,572	62,771	113,470	262,813	1,659,992
British Columbia	1,907,321	105,478	91,418	197,889	394,785	2,302,106
All Provinces	14,588,779	771,403	649,975	1,364,825	2,786,203	17,374,982
Showing percentages of provincial populations						
Newfoundland	85.0%	3.9%	2.8%	8.3%	15.0%	100.0%
Prince Edward Is.	83.1%	2.9%	4.2%	9.9%	16.9%	100.0%
Nova Scotia	78.4%	4.8%	5.2%	11.6%	21.6%	100.0%
New Brunswick	81.0%	5.4%	4.8%	8.8%	19.0%	100.0%
Quebec	87.5%	3.7%	2.7%	6.0%	12.5%	100.0%
Ontario	82.4%	4.9%	4.2%	8.6%	17.6%	100.0%
Manitoba	81.0%	3.6%	5.0%	10.4%	19.0%	100.0%
Saskatchewan	83.6%	4.0%	4.2%	8.2%	16.4%	100.0%
Alberta	84.2%	5.2%	3.8%	6.8%	15.8%	100.0%
British Columbia	82.9%	4.6%	4.0%	8.6%	17.1%	100.0%
All Provinces	84.0%	4.4%	3.7%	7.9%	16.0%	100.0%

Appendix *(cont.)*

Table 2. Working-age persons with and without disabilities, showing gender and disability status					
	Disability status				
	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Total number of valid responses	14,665,173	772,678	650,960	1,366,551	17,455,362
	Showing percentages of total respondents				
Gender					
Male	48.8%	43.8%	42.9%	49.8%	48.4%
Female	51.2%	56.2%	57.1%	50.2%	51.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table 3. Distribution of working adults by disability status and age group					
	Disability status				
Age Group	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
	Showing numbers				
16-24	2,174,689	56,354	31,845	43,235	2,306,123
25-34	3,403,788	75,419	62,147	106,928	3,648,282
35-54	5,782,388	203,943	190,416	451,263	6,628,010
55-69*	2,114,392	191,693	140,722	448,669	2,895,476
Total	13,475,257	527,409	425,130	1,050,095	15,477,891
	Showing percentages				
16-24	16.1%	10.7%	7.5%	4.1%	14.9%
25-34	25.3%	14.3%	14.6%	10.2%	23.6%
35-54	42.9%	38.7%	44.8%	43.0%	42.8%
55-69	15.7%	36.3%	33.1%	42.7%	18.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 4. Distribution of adults aged 16-69 by disability status and immigrant status					
	Disability status				
Immigrant Status	No disability either year	Disability year 1 only	Disability year 2 only	Disability both years	Total
Showing numbers					
Yes	2,253,297	188,956	140,142	228,614	2,811,009
No	12,293,168	576,537	504,213	1,123,824	14,497,742
Total	14,546,465	765,493	644,355	1,352,438	17,308,751
Showing percentages					
Yes	15.5%	24.7%	21.7%	16.9%	16.2%
No	84.5%	75.3%	78.3%	83.1%	83.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table 5. Adults aged 16-69 by disability status and visible minority status					
	Disability status				
Visible-Minority Status	No disability either year	Disability year 1 only	Disability year 2 only	Disability both years	Total
Showing numbers					
Yes	965,383	50,241	41,780	43,747	1,101,151
No	13,677,321	721,075	607,411	1,321,384	16,327,191
Total	14,642,704	771,316	649,191	1,365,131	17,428,342
Showing percentages					
Yes	6.6%	6.5%	6.4%	3.2%	6.3%
No	93.4%	93.5%	93.6%	96.8%	93.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 6. Working-age persons, showing disability status and annual labour force activity, 1993 and 1994

	For entire year			For part of year		
	Employed	Unemployed	NILF	Were employed	In other transitions (o/s employment)	Total
	Showing percentages					
No disability either year, 1993	60.0%	1.8%	15.0%	20.9%	2.1%	100.0%
No disability either year, 1994	60.3%	2.1%	16.1%	19.8%	1.7%	100.0%
Disability 1993 only, 1993	42.4%	2.9%	34.6%	16.7%	4.1%	100.0%
Disability 1993 only, 1994	40.2%	2.6%	34.2%	19.0%	4.0%	100.0%
Disability 1994 only, 1993	49.5%	3.4%	29.2%	15.3%	2.6%	100.0%
Disability 1994 only, 1994	46.1%	2.9%	27.7%	19.2%	3.9%	100.0%
Disability both years, 1993	22.1%	2.3%	60.7%	12.4%	2.5%	100.0%
Disability both years, 1994	18.9%	4.2%	65.2%	9.3%	2.3%	100.0%

Appendix *(cont.)*

Table 7a. Working-age persons with disabilities, showing duration of disabilities, disability status and annual labour market activity, 1993

	Duration less than 10 years			Duration 10 years or more		
	Disability 1993 only	Disability both years	Total	Disability 1993 only	Disability both years	Total
Employed all year	134,152	150,611	284,763	88,099	77,590	165,689
Unemployed all year	13,204	12,897	26,101	2,388	11,145	13,533
Not in labour force all year	118,943	387,697	506,640	64,505	240,820	305,325
Employed part year	57,946	95,634	153,580	20,682	31,578	52,260
Other transitions o/s employment	16,176	19,995	36,171	5,630	5,998	11,628
Total	340,421	666,834	1,007,255	181,304	367,131	548,435
	Showing percentages					
	Duration less than 10 years			Duration 10 years or more		
	Disability 1993 only	Disability both years	Total	Disability 1993 only	Disability both years	Total
Employed all year	39.4%	22.6%	28.3%	48.6%	21.1%	30.2%
Unemployed all year	3.9%	1.9%	2.6%	1.3%	3.0%	2.5%
Not in labour force all year	34.9%	58.1%	50.3%	35.6%	65.6%	55.7%
Employed part year	17.0%	14.3%	15.2%	11.4%	8.6%	9.5%
Other transitions o/s employment	4.8%	3.0%	3.6%	3.1%	1.6%	2.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 7b. Working-age persons with disabilities, showing duration of disabilities, disability status and annual labour market activity, 1994

	Duration less than 10 years			Duration 10 years or more		
	Disability 1994 only	Disability both years	Total	Disability 1994 only	Disability both years	Total
Employed all year	140,431	127,669	268,100	52,675	70,135	122,810
Unemployed all year	8,527	26,570	35,097	3,684	17,375	21,059
Not in labour force all year	77,598	433,977	511,575	37,217	239,940	277,157
Employed part year	65,161	67,435	132,596	30,526	28,520	59,046
Other transitions o/s employment	1,479	12,229	13,708	1,580	11,911	13,491
Total	293,196	667,880	961,076	125,682	367,881	493,563
	Showing percentages					
	Duration less than 10 years			Duration 10 years or more		
	Disability 1994 only	Disability both years	Total	Disability 1994 only	Disability both years	Total
Employed all year	47.9%	19.1%	27.9%	41.9%	19.1%	24.9%
Unemployed all year	2.9%	4.0%	3.7%	2.9%	4.7%	4.3%
Not in labour force all year	26.5%	65.0%	53.2%	29.6%	65.2%	56.2%
Employed part year	22.2%	10.1%	13.8%	24.3%	7.8%	12.0%
Other transitions o/s employment	0.5%	1.8%	1.4%	1.3%	3.2%	2.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 8a. Working-age persons, showing age group, disability status and annual labour market activity, 1993

	Age 16 - 34					Age 35 - 69				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Employed all year	2,874,340	48,889	39,551	43,841	3,006,621	5,158,741	173,465	170,802	187,726	5,690,734
Unemployed all year	95,506	6,984	4,509	2,709	109,708	151,248	8,608	9,888	21,333	191,077
Not in labour force all year	595,531	29,217	19,238	66,254	710,240	1,420,472	155,273	104,874	569,873	2,250,492
Employed part year	1,719,869	30,010	24,225	30,409	1,804,513	1,085,293	49,992	40,596	99,818	1,275,699
Other transitions o/s employment	203,204	13,509	6,281	5,155	228,149	81,025	8,297	4,978	21,182	115,482
Total	5,488,450	128,609	93,804	148,368	5,859,231	7,896,779	395,635	331,138	899,932	9,523,484
	Showing percentages									
	Age 16 - 34					**Age 35 - 69**				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Employed all year	52.4%	38.0%	42.2%	29.5%	51.3%	65.3%	43.8%	51.6%	20.9%	59.8%
Unemployed all year	1.7%	5.4%	4.8%	1.8%	1.9%	1.9%	2.2%	3.0%	2.4%	2.0%
Not in labour force all year	10.9%	22.7%	20.5%	44.7%	12.1%	18.0%	39.2%	31.7%	63.3%	23.6%
Employed part year	31.3%	23.3%	25.8%	20.5%	30.8%	13.7%	12.6%	12.3%	11.1%	13.4%
Other transitions o/s employment	3.7%	10.5%	6.7%	3.5%	3.9%	1.0%	2.1%	1.5%	2.4%	1.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 8b. Working-age persons, showing age group, disability status and annual labour market activity, 1994

	Age 16 - 34					Age 35 - 69				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Employed all year	2,993,276	41,003	39,224	37,897	3,111,400	5,126,738	170,804	156,435	161,059	5,615,036
Unemployed all year	125,755	4,554	5,836	8,642	144,787	149,986	9,157	6,375	35,648	201,166
Not in labour force all year	586,406	24,985	10,386	66,867	688,644	1,573,429	154,824	108,127	617,318	2,453,698
Employed part year	1,701,261	49,029	36,328	32,455	1,819,073	986,545	51,030	46,089	66,071	1,149,735
Other transitions o/s employment	171,779	12,200	2,219	4,303	190,501	60,081	9,822	14,110	19,837	103,850
Total	5,578,477	131,771	93,993	150,164	5,954,405	7,896,779	395,637	331,136	899,933	9,523,485
	Showing percentages									
	Age 16 - 34					Age 35 - 69				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Employed all year	53.7%	31.1%	41.7%	25.2%	52.3%	64.9%	43.2%	47.2%	17.9%	59.0%
Unemployed all year	2.3%	3.5%	6.2%	5.8%	2.4%	1.9%	2.3%	1.9%	4.0%	2.1%
Not in labour force all year	10.5%	19.0%	11.1%	44.5%	11.6%	19.9%	39.1%	32.7%	68.6%	25.8%
Employed part year	30.5%	37.2%	38.7%	21.6%	30.6%	12.5%	12.9%	13.9%	7.3%	12.1%
Other transitions o/s employment	3.1%	9.3%	2.4%	2.9%	3.2%	0.8%	2.5%	4.3%	2.2%	1.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 9a. Working-age persons, showing gender, disability status and annual labour market activity, 1993

	Male					Female				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	4,379,500	118,151	105,673	129,467	353,291	3,653,581	104,204	104,680	102,100	310,984
Unemployed all year	135,722	11,603	7,854	13,786	33,243	111,032	3,990	6,543	10,256	20,789
Not in labour force all year	518,688	51,522	41,048	297,068	389,638	1,497,315	132,968	83,064	339,058	555,090
Employed part year	1,475,726	39,035	33,766	73,975	146,776	1,329,435	40,968	31,055	56,250	128,273
Other transitions o/s employment	115,861	2,020	5,883	17,746	25,649	168,369	19,786	5,376	8,591	33,753
Total	6,625,497	222,331	194,224	532,042	948,597	6,759,732	301,916	230,718	516,255	1,048,889
	Showing percentages									
	Male					**Female**				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	66.1%	53.1%	54.4%	24.3%	37.2%	54.0%	34.5%	45.4%	19.8%	29.6%
Unemployed all year	2.0%	5.2%	4.0%	2.6%	3.5%	1.6%	1.3%	2.8%	2.0%	2.0%
Not in labour force all year	7.8%	23.2%	21.1%	55.8%	41.1%	22.2%	44.0%	36.0%	65.7%	52.9%
Employed part year	22.3%	17.6%	17.4%	13.9%	15.5%	19.7%	13.6%	13.5%	10.9%	12.2%
Other transitions o/s employment	1.7%	0.9%	3.0%	3.3%	2.7%	2.5%	6.6%	2.3%	1.7%	3.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 9b. Working-age persons, showing gender, disability status and annual labour market activity, 1994

	Male					Female				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	4,451,102	109,890	100,703	121,337	331,930	3,668,912	101,916	94,956	77,618	274,490
Unemployed all year	135,865	6,590	4,554	22,675	33,819	139,876	7,121	7,657	21,615	36,393
Not in labour force all year	572,645	46,953	35,092	332,432	414,477	1,587,190	132,855	83,421	351,753	568,029
Employed part year	1,410,758	50,792	44,123	49,607	144,522	1,277,049	49,268	38,294	48,917	136,479
Other transitions o/s employment	108,514	8,105	9,751	7,788	25,644	123,346	13,917	6,578	16,352	36,847
Total	6,678,884	222,330	194,223	533,839	950,392	6,796,373	305,077	230,906	516,255	1,052,238
	Showing percentages									
	Male					**Female**				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	66.6%	49.4%	51.8%	22.7%	34.9%	54.0%	33.4%	41.1%	15.0%	26.1%
Unemployed all year	2.0%	3.0%	2.3%	4.2%	3.6%	2.1%	2.3%	3.3%	4.2%	3.5%
Not in labour force all year	8.6%	21.1%	18.1%	62.3%	43.6%	23.4%	43.5%	36.1%	68.1%	54.0%
Employed part year	21.1%	22.8%	22.7%	9.3%	15.2%	18.8%	16.1%	16.6%	9.5%	13.0%
Other transitions o/s employment	1.6%	3.6%	5.0%	1.5%	2.7%	1.8%	4.6%	2.8%	3.2%	3.5%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 10a. Working-age persons, showing visible minority status, disability status and annual labour market activity, 1993

	Visible minorities					Not visible minorities				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	478,672	24,295	8,118	8,543	40,956	7,542,981	198,060	202,235	223,024	623,319
Unemployed all year	31,840	456	6,236	3,363	10,055	214,914	15,136	8,161	20,679	43,976
Not in labour force all year	161,820	10,007	11,070	19,840	40,917	1,853,522	173,843	113,042	616,081	902,966
Employed part year	207,081	1,621	2,127	9,246	12,994	2,588,112	77,658	62,695	120,980	261,333
Other transitions o/s employment	38,115	0	0	995	995	245,703	21,806	11,259	24,751	57,816
Total	917,528	36,379	27,551	41,987	105,917	12,445,232	486,503	397,392	1,005,515	1,889,410
	Showing percentages									
	Visible minorities					Not visible minorities				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	52.2%	66.8%	29.5%	20.3%	38.7%	60.6%	40.7%	50.9%	22.2%	33.0%
Unemployed all year	3.5%	1.3%	22.6%	8.0%	9.5%	1.7%	3.1%	2.1%	2.1%	2.3%
Not in labour force all year	17.6%	27.5%	40.2%	47.3%	38.6%	14.9%	35.7%	28.4%	61.3%	47.8%
Employed part year	22.6%	4.5%	7.7%	22.0%	12.3%	20.8%	16.0%	15.8%	12.0%	13.8%
Other transitions o/s employment	4.2%	0.0%	0.0%	2.4%	0.9%	2.0%	4.5%	2.8%	2.5%	3.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 10b. Working-age persons, showing visible minority status, disability status and annual labour market activity, 1994

	Visible minorities					Not visible minorities				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	495,747	22,875	10,834	5,890	39,599	7,610,061	188,932	184,825	193,066	566,823
Unemployed all year	27,958	0	1,046	867	1,913	247,783	13,711	11,165	43,423	68,299
Not in labour force all year	164,698	6,990	7,934	23,679	38,603	1,990,495	172,178	110,580	660,300	943,058
Employed part year	215,162	1,420	4,218	7,194	12,832	2,469,437	97,919	78,199	91,331	267,449
Other transitions o/s employment	13,964	5,095	3,520	4,357	12,972	217,485	16,927	12,810	19,192	48,929
Total	917,529	36,380	27,552	41,987	105,919	12,535,261	489,667	397,579	1,007,312	1,894,558
	Showing percentages									
	Visible minorities					**Not visible minorities**				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	54.0%	62.9%	39.3%	14.0%	37.4%	60.7%	38.6%	46.5%	19.2%	29.9%
Unemployed all year	3.0%	0.0%	3.8%	2.1%	1.8%	2.0%	2.8%	2.8%	4.3%	3.6%
Not in labour force all year	18.0%	19.2%	28.8%	56.4%	36.4%	15.9%	35.2%	27.8%	65.6%	49.8%
Employed part year	23.5%	3.9%	15.3%	17.1%	12.1%	19.7%	20.0%	19.7%	9.1%	14.1%
Other transitions o/s employment	1.5%	14.0%	12.8%	10.4%	12.2%	1.7%	3.5%	3.2%	1.9%	2.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 11. Distribution of jobs across industry groups, showing disability status (1993)					
	Disability status				
	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Total number of valid responses	12,924,216	353,421	317,276	420,195	14,015,108
Industry group	Showing percentages of total respondents				
Agriculture and related services	3.2%	3.2%	4.1%	4.3%	3.3%
Fishing and trapping	0.4%	0.2%	1.0%	1.2%	0.4%
Logging and forestry	0.8%	0.8%	1.9%	0.3%	0.8%
Mining, milling, quarrying and oil	1.2%	1.9%	1.8%	1.3%	1.2%
Manufacturing	13.8%	15.8%	12.9%	13.0%	13.8%
Construction	6.2%	6.1%	4.5%	7.2%	6.2%
Transportation and storage	3.5%	2.6%	4.0%	5.6%	3.6%
Communication and other utilities	3.1%	3.0%	0.8%	2.7%	3.0%
Wholesale trade	4.4%	3.5%	5.1%	3.2%	4.4%
Retail trade	12.8%	14.8%	11.0%	13.1%	12.8%
Finance and insurance	3.3%	4.4%	1.9%	1.8%	3.2%
Real estate operators and insurance agents	2.1%	2.2%	2.4%	3.2%	2.2%
Business services	5.6%	5.7%	3.2%	4.9%	5.5%
Government services	7.2%	4.9%	5.1%	4.4%	7.0%
Educational services	7.8%	6.3%	8.4%	6.1%	7.8%
Health and social services	9.3%	7.9%	10.7%	12.4%	9.4%
Accommodation, food and beverage services	7.4%	6.7%	9.6%	6.2%	7.4%
Other services	7.9%	10.0%	11.4%	9.0%	8.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 12. Distribution of jobs across industry groups, showing disability status (1994)					
	Disability status				
	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Total number of valid responses	13,077,330	378,822	333,373	342,351	14,131,876
Industry group	Showing percentages of total responses				
Agriculture and related services	3.1%	4.2%	3.8%	4.2%	3.1%
Fishing and trapping	0.4%	0.7%	0.2%	0.4%	0.4%
Logging and forestry	0.9%	0.3%	1.1%	0.4%	0.8%
Mining, milling, quarrying and oil	1.2%	2.0%	1.8%	1.0%	1.2%
Manufacturing	14.0%	14.7%	14.2%	14.5%	14.0%
Construction	6.5%	5.5%	6.0%	6.4%	6.4%
Transportation and storage	3.6%	3.1%	3.3%	4.1%	3.6%
Communication and other utilities	3.1%	2.6%	1.4%	3.1%	3.0%
Wholesale trade	4.5%	5.8%	3.3%	2.9%	4.5%
Retail trade	12.8%	13.2%	10.5%	16.9%	12.8%
Finance and insurance	3.3%	4.5%	1.5%	1.8%	3.2%
Real estate operators and insurance agents	1.9%	1.3%	0.9%	3.8%	1.9%
Business services	6.0%	6.8%	4.2%	7.5%	6.0%
Government services	6.8%	5.1%	5.6%	4.9%	6.7%
Educational services	7.5%	6.2%	7.8%	6.5%	7.4%
Health and social services	9.4%	7.9%	11.8%	9.9%	9.5%
Accommodation, food and beverage services	7.3%	7.5%	11.3%	6.2%	7.4%
Other services	7.8%	8.6%	11.3%	5.5%	7.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 13. Summary of workforce increases and decreases, showing disability status (1994 over 1993)					
	Disability status				
	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Increase / (decrease) in total number of valid responses	153,114	25,401	16,097	(77,844)	116,768
Showing percentage point increases / (decreases)					
Total	1.2%	7.2%	5.1%	(18.5)%	0.8%

Table 14. Distribution of jobs across public and private sector employment, 1993 and 1994, showing disability status					
	Disability status				
	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Total number of valid responses 1993	12,968,621	355,358	317,276	420,324	14,061,579
Total number of valid responses 1994	13,178,304	379,228	334,941	347,299	14,239,772
Showing percentages of total responses					
Sector 1993					
Public	16.2%	11.5%	14.4%	12.0%	15.9%
Private	83.8%	88.5%	85.6%	88.0%	84.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Sector 1994					
Public	16.2%	10.7%	14.9%	14.8%	16.0%
Private	83.8%	89.3%	85.1%	85.2%	84.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 15. Distribution of jobs held at multiple-location firms, 1993 and 1994, showing disability status					
	Disability status				
	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Total number of valid responses 1993	12,877,152	353,870	316,505	417,825	13,965,352
Total number of valid responses 1994	13,105,604	379,228	328,702	343,374	14,156,908
Showing percentages of total responses					
Multiple locations 1993					
Yes	43.3%	46.3%	38.0%	41.2%	43.2%
No	56.7%	53.7%	62.0%	58.8%	56.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Multiple locations 1994					
Yes	42.5%	39.1%	35.8%	44.1%	42.3%
No	57.5%	60.9%	64.2%	55.9%	57.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 16. Distribution of jobs across total size of firm (number of employees, all locations),1993 and 1994, showing disability status

	Disability status				
	No disability either year	**Disability 1993 only**	**Disability 1994 only**	**Disability both years**	**Total**
Total number of valid responses 1993	12,686,685	349,411	307,792	411,386	13,755,274
Total number of valid responses 1994	12,869,170	375,368	321,852	331,981	13,898,371
Showing percentages of total responses					
Number of employees all locations 1993					
less than 20	36.8%	37.5%	41.3%	41.0%	37.1%
20 to 99	15.3%	16.2%	13.6%	16.1%	15.3%
100 to 499	12.2%	9.1%	13.4%	13.5%	12.2%
500 to 999	7.8%	7.4%	7.1%	5.5%	7.7%
1000 and over	27.8%	29.8%	24.6%	24.0%	27.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Number of employees all locations 1994					
less than 20	36.4%	39.9%	43.1%	39.7%	36.7%
20 to 99	15.3%	13.7%	14.6%	14.6%	15.2%
100 to 499	12.3%	12.6%	13.3%	14.1%	12.4%
500 to 999	7.5%	6.1%	7.9%	4.8%	7.4%
1000 and over	28.5%	27.7%	21.1%	26.8%	28.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 17. Distribution of employed persons by size of workplace (number of employees at place of work, 1993 and 1994, showing disability status)

	Disability status				
	No disability either year	**Disability 1993 only**	**Disability 1994 only**	**Disability both years**	**Total**
Total number of valid responses 1993	12,773,865	349,977	311,058	410,760	13,845,660
Total number of valid responses 1994	13,010,265	376,650	331,910	342,418	14,061,243
Showing percentages of total responses					
Number of employees at place of work 1993					
less than 20	47.8%	49.9%	52.7%	53.8%	48.1%
20 to 99	27.0%	25.8%	21.6%	23.5%	26.8%
100 to 499	15.2%	11.7%	16.9%	15.4%	15.1%
500 to 999	4.5%	5.5%	4.0%	3.4%	4.5%
1000 and over	5.5%	7.1%	4.8%	3.9%	5.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Number of employees at place of work 1994					
less than 20	47.4%	52.5%	54.3%	50.6%	47.8%
20 to 99	27.5%	21.8%	22.9%	25.7%	27.2%
100 to 499	15.1%	15.1%	14.1%	16.1%	15.1%
500 to 999	4.3%	5.1%	4.5%	3.4%	4.3%
1000 and over	5.6%	5.5%	4.2%	4.2%	5.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 18. Whether job is unionized or covered by a collective agreement, showing disability status (1993)					
	Disability status				
Union / collective agreement status	**No disability either year**	**Disability 1993 only**	**Disability 1994 only**	**Disability both years**	**Total**
Total number of valid responses	10,915,496	295,707	251,272	329,382	11,791,857
Union / collective agreement status	**Showing percentages of total responses**				
Union member and covered by collective agreement	29.7%	27.8%	34.3%	32.5%	29.9%
Not a union member, but covered by a collective agreement	2.9%	1.5%	1.6%	2.5%	2.9%
Neither union member nor covered by collective agreement	67.3%	70.7%	64.1%	65.0%	67.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table 19. Whether job is unionized or covered by a collective agreement, showing disability status (1994)					
	Disability status				
	No disability either year	**Disability 1993 only**	**Disability 1994 only**	**Disability both years**	**Total**
Total number of valid responses	11,098,630	308,379	264,940	282,809	11,954,758
Union / collective agreement status	**Showing percentages of total responses**				
Union member and covered by a collective agreement	29.4%	30.2%	32.1%	29.5%	29.5%
Not a union member, but covered by a collective agreement	3.0%	1.6%	2.1%	2.4%	2.9%
Neither union member nor covered by collective agreement	67.6%	68.2%	65.8%	68.1%	67.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 20. Reason for job separation, showing disability status (reference year 1994)					
	Disability status				
Reasons Given	**No disability either year**	**Disability 1993 only**	**Disability 1994 only**	**Disability both years**	**Total**
Total number of valid responses	6,558,040	212,891	174,035	229,360	7,174,326
Showing percentages of total responses					
Illness or disability - work related	0.4%	1.2%	4.5%	10.5%	0.9%
Illness or disability - not work related	1.0%	2.6%	8.6%	12.7%	1.6%
Caring for own children	0.7%	0.0%	0.2%	0.1%	0.7%
Caring for elder relative(s)	0.0%	0.0%	0.0%	0.0%	0.0%
Other personal or family responsibilities	2.3%	1.8%	2.3%	1.6%	2.3%
School	11.4%	10.6%	4.3%	2.3%	10.9%
Found new job	13.5%	10.4%	5.1%	8.1%	13.0%
Moved to new residence	3.1%	1.3%	3.4%	1.8%	3.0%
Poor pay	1.4%	1.8%	1.0%	2.0%	1.4%
Not enough hours of work	0.7%	0.8%	1.8%	0.8%	0.7%
Too many hours of work	0.2%	0.3%	0.0%	0.0%	0.2%
Poor physical conditions	2.0%	4.2%	4.0%	1.9%	2.2%
Sexual harassment	0.1%	0.3%	0.0%	0.0%	0.1%
Personnel conflict with employer / other employees	0.9%	1.5%	1.0%	1.4%	1.0%
Work too stressful	0.2%	0.0%	0.4%	0.1%	0.2%
Company moved	0.6%	0.2%	1.8%	0.0%	0.6%
Company went out of business	4.9%	5.6%	7.6%	5.4%	5.0%
Seasonal nature of work	15.9%	15.8%	13.8%	12.1%	15.7%

Appendix *(cont.)*

Table 20 *(cont.)*

Reasons given	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Layoff/business slowdown**	17.2%	19.3%	10.8%	12.5%	17.0%
Labour dispute	0.2%	0.0%	0.0%	0.0%	0.1%
Dismissed by employer	2.7%	2.4%	6.8%	5.8%	2.8%
Temporary job/ contract ended	5.8%	3.9%	7.4%	5.1%	5.8%
To concentrate on other job	0.9%	2.6%	1.6%	0.8%	1.0%
Retirement	2.0%	1.4%	0.4%	1.4%	1.9%
Other	10.7%	0.4%	0.3%	0.4%	11.8%
TOTAL	98.8%	88.4%	87.1%	86.8%	99.9%

* e.g., bad ventilation, too noisy, etc.
** Excluding layoffs/slowdowns caused by seasonal conditions.

Appendix *(cont.)*

Table 20. Reason for job separation, showing disability status (reference year 1994)					
	Disability status				
Reasons Given	**No disability either year**	**Disability 1993 only**	**Disability 1994 only**	**Disability both years**	**Total**
Total number of valid responses	6,558,040	212,891	174,035	229,360	7,174,326
Showing percentages of total responses					
Illness or disability - work related	0.4%	1.2%	4.5%	10.5%	0.9%
Illness or disability - not work related	1.0%	2.6%	8.6%	12.7%	1.6%
Caring for own children	0.7%	0.0%	0.2%	0.1%	0.7%
Caring for elder relative(s)	0.0%	0.0%	0.0%	0.0%	0.0%
Other personal or family responsibilities	2.3%	1.8%	2.3%	1.6%	2.3%
School	11.4%	10.6%	4.3%	2.3%	10.9%
Found new job	13.5%	10.4%	5.1%	8.1%	13.0%
Moved to new residence	3.1%	1.3%	3.4%	1.8%	3.0%
Poor pay	1.4%	1.8%	1.0%	2.0%	1.4%
Not enough hours of work	0.7%	0.8%	1.8%	0.8%	0.7%
Too many hours of work	0.2%	0.3%	0.0%	0.0%	0.2%
Poor physical conditions	2.0%	4.2%	4.0%	1.9%	2.2%
Sexual harassment	0.1%	0.3%	0.0%	0.0%	0.1%
Personnel conflict with employer / other employees	0.9%	1.5%	1.0%	1.4%	1.0%
Work too stressful	0.2%	0.0%	0.4%	0.1%	0.2%
Company moved	0.6%	0.2%	1.8%	0.0%	0.6%
Company went out of business	4.9%	5.6%	7.6%	5.4%	5.0%
Seasonal nature of work	15.9%	15.8%	13.8%	12.1%	15.7%

Appendix *(cont.)*

Table 20 *(cont.)*

Reasons given	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
Layoff/business slowdown**	17.2%	19.3%	10.8%	12.5%	17.0%
Labour dispute	0.2%	0.0%	0.0%	0.0%	0.1%
Dismissed by employer	2.7%	2.4%	6.8%	5.8%	2.8%
Temporary job/ contract ended	5.8%	3.9%	7.4%	5.1%	5.8%
To concentrate on other job	0.9%	2.6%	1.6%	0.8%	1.0%
Retirement	2.0%	1.4%	0.4%	1.4%	1.9%
Other	10.7%	0.4%	0.3%	0.4%	11.8%
TOTAL	98.8%	88.4%	87.1%	86.0%	99.9%

* e.g., bad ventilation, too noisy, etc
** Excluding layoffs/slowdowns caused by seasonal conditions

Appendix *(cont.)*

Table 21. Disability status and total number of jobs held, jobless spells, weeks employed, weeks unemployed and weeks not in the labour force, 1993 and 1994

	Disability status				
Number of units measured	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
			Showing means		
Jobs held 1993	0.98	0.68	0.75	0.40	0.92
Jobs held 1994	0.99	0.74	0.80	0.34	0.93
Paid worker jobs in 1993	0.82	0.56	0.59	0.31	0.77
Paid worker jobs in 1994	0.84	0.61	0.63	0.28	0.79
Jobless spells 1993	0.46	0.65	0.54	0.82	0.49
Jobless spells 1994	0.45	0.64	0.61	0.83	0.49
Weeks employed 1993	37.45	25.47	30.28	14.69	35.26
Weeks employed 1994	37.83	26.97	29.69	12.52	35.52
Weeks unemployed 1993	3.44	4.13	3.53	2.95	3.43
Weeks unemployed 1994	3.52	4.09	4.53	3.92	3.59
Weeks not in labour force 1993	12.11	23.39	19.20	35.36	14.30
Weeks not in labour force 1994	11.65	21.94	18.78	36.56	13.89

Appendix *(cont.)*

Table 22. Number of paid jobs people with disabilities held in reference year if they worked in the reference year, showing disability status

	Reference year							
	1993				1994			
	Disability status							
Number of Jobs	Disability 1993 only	Disability 1994 only	Disability both years	Total	Disability 1993 only	Disability 1994 only	Disability both years	Total
	Showing numbers							
1	230,511	193,379	247,329	671,219	219,979	185,310	209,149	614,438
2	18,502	27,214	38,567	84,283	25,637	27,299	32,578	85,514
3	11,638	3,509	3,980	19,127	12,557	6,650	4,626	23,833
4+	0	0	0	0	3,252	2,302	847	6,401
Total	260,651	224,102	289,876	774,629	261,425	221,561	247,200	730,186
	Showing percentages							
1	88.4%	86.3%	85.3%	86.7%	84.1%	83.6%	84.6%	84.1%
2	7.1%	12.1%	13.3%	10.9%	9.8%	12.3%	13.2%	11.7%
3	4.5%	1.6%	1.4%	2.5%	4.8%	3.0%	1.9%	3.3%
4+	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 23. Disability status and total usual hours at all jobs and at paid worker jobs, 1993 and 1994

	Disability status				
Number of Items Measured	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
	Showing means				
Total usual hours all jobs, 1993	1,373.43	883.42	1,124.31	504.96	1,288.59
Total usual hours all jobs, 1994	1,399.51	965.61	1056/02	433.62	1,308.67
Total hours paid all jobs 1993	1,340.94	861.71	1,083.04	462.87	1,255.74
Total hours paid all jobs 1994	1,374.28	936.18	989.69	422.65	1,283.70

Appendix *(cont.)*

Table 24. Disability status and satisfaction with number of weeks worked in reference year

	Disability status					
	1993			1994		
Satisfied?	Disability 1993 only	Disability both years	Total	Disability 1994 only	Disability both years	Total
	Showing numbers					
Yes	227,299	232,176	459,475	201,217	204,796	406,013
No - wanted less work	12,459	7,553	20,012	4,147	3,951	8,098
No - wanted more work	64,451	124,959	189,410	71,746	88,694	160,440
Total	304,209	364,688	668,897	277,110	297,441	574,551
	Showing percentages					
Yes	74.7%	63.7%	68.7%	72.6%	68.9%	70.7%
No - wanted less work	4.1%	2.1%	3.0%	1.5%	1.3%	1.4%
No - wanted more work	21.2%	34.3%	28.3%	25.9%	29.8%	27.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 25. Persons not satisfied with amount of weeks worked in reference year, showing disability status and whether prevented by condition from working more

	Disability status					
	1993			1994		
Condition Prevented More Work	Disability 1993 only	Disability both years	Total	Disability 1994 only	Disability both years	Total
	Showing numbers					
Yes	25,321	88,711	114,032	43,411	51,177	94,588
No	39,130	36,247	75,377	28,334	37,517	65,851
Total	64,451	124,958	189,409	71,745	88,694	160,439
	Showing percentages					
Yes	39.3%	71.0%	60.2%	60.5%	57.7%	59.0%
No	60.7%	29.0%	39.8%	39.5%	42.3%	41.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 26. Disability status, total paid hours, wages and salaries, 1993 and 1994					
	Disability status				
Number of Items Measured	No disability either year	Disability 1993 only	Disability 1994 only	Disability both years	Total
	Showing means				
Total hours paid all jobs 1993	1,340.94	861.71	1,083.04	462.87	1,255.74
Total hours paid all jobs 1994	1,374.28	936.18	989.69	422.65	1,283.70
Wages and salaries, 1993	$18,008.78	$8,666.71	$8,359.58	$4,584.99	$16,186.09
Wages and salaries, 1994	$18,662.50	$8,215.63	$8,411.35	$4,258.46	$16,683.47
Imputed hourly wages/salaries, all jobs, 1993	$13.43	$10.06	$7.72	$9.91	$12.89
Imputed hourly wages/salaries, all jobs, 1994	$13.58	$8.78	$8.50	$10.08	$13.00
Hourly wage gain/(loss), 1993-1994	1.1%	(12.7)%	10.1%	1.7%	0.8%

Appendix *(cont.)*

Table 27. Disability status and income from various sources, persons aged 16 to 64, 1993 and 1994, showing increase (decrease) from 1993 to 1994

	Disability status				
Income Sources	**No disability either year**	**Disability 1993 only**	**Disability 1994 only**	**Disability both years**	**Total**
Showing means					
CPP/QPP 1993	124.61	396.29	469.90	1,806.93	247.51
CPP/QPP 1994	149.14	390.67	435.99	1,956.85	277.94
EI 1993	887.76	630.77	719.27	518.11	852.27
EI 1994	784.59	519.57	903.05	301.76	749.00
SocAsst 1993	335.51	1,538.94	962.67	2,134.28	501.77
SocAsst 1994	323.50	1,472.27	1,002.46	2,211.62	495.77
Wrkr Comp 1993	57.38	383.63	265.82	1,956.41	192.04
Wrkr Comp 1994	51.26	249.18	528.84	1,674.09	172.00
Gov't Trans. '93	1,831.97	3,456.04	2,847.17	6,848.81	2,223.24
Gov't Trans. '94	1,753.53	3,111.70	3,307.85	6,600.55	2,141.41
Total Money Income 1993	25,082.57	20,703.42	19,994.42	16,438.27	24,273.41
Total Money Income 1994	25,699.73	20,202.10	19,988.78	15,931.25	24,765.24
After Tax Income 1993	19,960.47	17,100.11	16,779.02	14,408.00	19,441.49
After Tax Income 1994	20,371.36	16,814.82	16,835.39	13,989.70	19,766.66
Percentage increase (decrease) 1993 to 1994					
CPP/QPP	19.7%	(1.4)%	(7.2)%	8.3%	12.3%
EI	(11.6)%	(17.6)%	25.6%	(41.8)%	(12.1)%
Social Assistance	(3.6)%	(4.3)%	4.1%	3.6%	(1.2)%
Workers' Comp	(10.7)%	(35.0)%	98.9%	(14.4)%	(10.4)%
Gov't Trans.	(4.3)%	(10.0)%	16.2%	(3.6)%	(3.7)%
Total Money Income	2.5%	(2.4)%	0.0%	(3.1)%	2.0%
After Tax Income	2.1%	(1.7)%	0.3%	(2.9)%	1.7%

Appendix *(cont.)*

Table 28a. Working-age persons, showing highest education level, disability status and annual labour market activity, 1993

	Less than high school					High school graduation or some post-secondary				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	1,352,338	56,405	60,130	68,469	185,004	2,304,373	50,677	49,569	59,751	159,997
Unemployed all year	119,980	7,251	3,475	15,989	26,715	66,056	5,548	3,085	3,439	12,072
Not in labour force all year	960,943	93,701	70,903	375,695	540,299	557,966	41,608	29,220	126,193	197,021
Employed part year	747,436	20,720	20,253	46,510	87,483	946,662	26,348	24,861	41,391	92,600
Other transitions o/s employment	97,583	10,879	3,641	17,299	31,819	98,271	8,261	3,286	5,482	17,029
Total	3,278,280	188,956	158,402	523,962	871,320	3,973,328	132,442	110,021	236,256	478,719
	Post-secondary certificate					University degree				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	2,850,857	79,075	64,999	72,117	216,191	1,455,116	35,281	35,333	26,989	97,603
Unemployed all year	46,903	2,794	5,121	4,469	12,384	12,556	0	2,716	0	2,716
Not in labour force all year	375,668	40,936	22,235	117,914	181,085	110,137	8,013	1,754	11,572	21,339
Employed part year	821,477	22,377	19,466	34,937	76,780	259,279	4,399	242	4,024	8,665
Other transitions o/s employment	68,923	2,666	2,029	2,621	7,316	16,205	0	2,303	344	2,647
Total	4,163,828	147,848	113,850	232,058	493,756	1,853,293	47,693	42,348	42,929	132,970

Appendix *(cont.)*

Table 28a *(cont.)*

	Showing percentages									
	Less than high school					High school graduation or some post-secondary				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	41.3%	29.9%	38.0%	13.1%	21.2%	58.0%	38.3%	45.1%	25.3%	33.4%
Unemployed all year	3.7%	3.8%	2.2%	3.1%	3.1%	1.7%	4.2%	2.8%	1.5%	2.5%
Not in labour force all year	29.3%	49.6%	44.8%	71.7%	62.0%	14.0%	31.4%	26.6%	53.4%	41.2%
Employed part year	22.8%	11.0%	12.8%	8.9%	10.0%	23.8%	19.9%	22.6%	17.5%	19.3%
Other transitions o/s employment	3.0%	5.8%	2.3%	3.3%	3.7%	2.5%	6.2%	3.0%	2.3%	3.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	Post-secondary certificate					University degree				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	68.5%	53.5%	57.1%	31.1%	43.8%	78.5%	74.0%	83.4%	62.9%	73.4%
Unemployed all year	1.1%	1.9%	4.5%	1.9%	2.5%	0.7%	0.0%	6.4%	0.0%	2.0%
Not in labour force all year	9.0%	27.7%	19.5%	50.8%	36.7%	5.9%	16.8%	4.1%	27.0%	16.0%
Employed part year	19.7%	15.1%	17.1%	15.1%	15.6%	14.0%	9.2%	0.6%	9.4%	6.5%
Other transitions o/s employment	1.7%	1.8%	1.8%	1.1%	1.5%	0.9%	0.0%	5.4%	0.8%	2.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 28b. Working-age persons, showing highest education level, disability status and annual labour market activity, 1994

	Less than high school					High school graduation or some post-secondary				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	1,258,312	45,932	51,137	49,016	146,085	2,292,580	53,260	49,691	49,043	151,994
Unemployed all year	113,411	7,234	2,649	18,713	28,596	75,875	3,967	3,145	15,762	22,874
Not in labour force all year	957,876	96,618	57,550	401,409	565,577	608,091	35,435	26,561	132,249	194,245
Employed part year	618,337	29,013	28,780	29,888	87,681	930,518	32,830	27,548	30,686	91,064
Other transitions o/s employment	83,242	6,799	2,188	14,584	23,571	93,480	9,399	5,558	3,721	18,678
Total	3,031,178	185,596	152,304	513,610	851,510	4,000,544	134,891	112,503	231,461	478,855
	Post-secondary certificate					University degree				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	2,928,297	79,953	60,531	72,075	212,559	1,503,040	30,502	34,301	23,290	88,093
Unemployed all year	63,560	2,346	6,418	9,470	18,234	18,609	0	0	344	344
Not in labour force all year	427,736	37,443	23,226	128,365	189,034	144,885	9,545	1,177	13,733	24,455
Employed part year	829,888	29,270	18,896	30,639	78,805	262,854	7,646	6,871	5,789	20,306
Other transitions o/s employment	44,830	2,374	8,583	5,244	16,201	5,901	0	0	0	0
Total	4,294,311	151,386	117,654	245,793	514,833	1,935,289	47,693	42,349	43,156	133,198

Appendix *(cont.)*

Table 28b *(cont.)*

	Showing percentages									
	Less than high school					High school graduation or some post-secondary				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	41.5%	24.7%	33.6%	9.5%	17.2%	57.3%	39.5%	44.2%	21.2%	31.7%
Unemployed all year	3.7%	3.9%	1.7%	3.6%	3.4%	1.9%	2.9%	2.8%	6.8%	4.8%
Not in labour force all year	31.6%	52.1%	44.4%	78.2%	66.4%	15.2%	26.3%	23.6%	57.1%	40.6%
Employed part year	20.4%	15.6%	18.9%	5.8%	10.3%	23.3%	24.3%	24.5%	13.3%	19.0%
Other transitions o/s employment	2.7%	3.7%	1.4%	2.8%	2.8%	2.3%	7.0%	4.9%	1.6%	3.9%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	Post-secondary certificate					University degree				
	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year	No disab. either year	Disability 1993 only	Disability 1994 only	Disability both years	Total disab. any year
Employed all year	68.2%	52.8%	51.4%	29.3%	41.3%	77.7%	64.0%	81.0%	54.0%	66.1%
Unemployed all year	1.5%	1.6%	5.5%	3.9%	3.5%	1.0%	0.0%	0.0%	0.8%	0.3%
Not in labour force all year	10.0%	24.7%	19.7%	52.2%	36.7%	7.5%	20.0%	2.8%	31.8%	18.4%
Employed part year	19.3%	19.3%	16.1%	12.5%	15.3%	13.6%	16.0%	16.2%	13.4%	15.2%
Other transitions o/s employment	1.0%	1.6%	7.3%	2.1%	3.1%	0.3%	0.0%	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 29. Working-age people with disabilities enrolled in school, showing disability status, numbers and percentages, 1993 and 1994

	Reference year							
	1993				1994			
	Disability status							
In School	Disability 1993 only	Disability 1994 only	Disability both years	Total	Disability 1993 only	Disability 1994 only	Disability both years	Total
	Showing numbers							
Yes	89,845	51,180	105,143	246,168	76,311	48,184	103,918	228,413
No	452,774	386,917	967,179	1,806,870	450,293	376,945	944,017	1,771,255
Total	542,619	438,097	1,072,322	2,053,038	526,604	425,129	1,047,935	1,999,668
	Showing percentages							
Yes	16.6%	11.7%	9.8%	12.0%	14.5%	11.3%	9.9%	11.4%
No	83.4%	88.3%	90.2%	88.0%	85.5%	88.7%	90.1%	88.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Appendix *(cont.)*

Table 30. Estimated additional cost of disability based on average differentials between people with and without disabilities, 1994

Money sources	No disability either year	Disability in 1993 only	Differential	Responses: Disability in 1993 only	Value of differential	Subtotal
CPP/QPP	$149.14	$390.67	$241.53	450,585	$108,829,795	
EI Benefits	$784.59	$519.57	($265.02)	450,585	($119,414,037)	
Social Assistance	$323.50	$1,472.27	$1,148.77	450,585	$517,618,530	
Workers' Comp.	$51.26	$249.18	$197.92	450,585	$89,179,783	
Wages and salaries	$18,662.50	$8,215.63	$10,446.87	772,678	$8,072,066,618	
Taxes paid	$5,328.37	$3,387.28	$1,941.09	450,585	$874,626,038	$9,542,906,728
	No disability either year	**Disability in 1994 only**	**Differential**	**Responses: Disability in 1994 only**	**Value of differential**	
CPP/QPP	$149.14	$435.99	$286.85	374,812	$107,514,822	
EI Benefits	$784.59	$903.05	$118.46	374,812	$44,400,230	
Social Assistance	$323.50	$1,002.46	$678.96	374,812	$254,482,356	
Workers' Comp.	$51.26	$528.84	$477.58	374,812	$179,002,715	
Wages and salaries	$18,662.50	$8,411.35	$10,251.15	648,711	$6,650,033,768	
Taxes paid	$5,328.37	$3,153.39	$2,174.98	374,812	$815,208,604	$8,050,642,494
	No disability either year	**Disability both years**	**Differential**	**Responses: Disability both years**	**Value of differential**	
CPP/QPP	$149.14	$1,956.85	$1,807.71	911,339	$1,647,436,624	
EI Benefits	$784.59	$301.76	($482.83)	911,339	($440,021,809)	
Social Assistance	$323.50	$2,211.62	$1,888.12	911,339	$1,720,717,393	
Workers' Comp.	$51.26	$1,674.09	$1,622.83	911,339	$1,478,948,269	
Wages and salaries	$18,662.50	$4,258.46	$14,404.04	1,358,522	$19,568,205,229	
Taxes paid	$5,328.37	$1,941.55	$3,386.82	911,339	$3,086,541,152	$27,061,826,857
TOTAL						**$44,655,376,078**

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